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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

# bulletin

## Mulroney — Education and Research a High Priority



Brian Mulroney

The Prime Minister told the Conservative Party convention in August that education and research would be high priorities of the government during its second mandate. He announced his intention of discussing "... education as a high priority with my provincial colleagues at the next First Ministers' Conference". The CAUT has for some time urged that a meeting of the first ministers be devoted to the problems of higher education. In a letter to the Prime Minister, the President of CAUT, Pamela Smith, welcomed the call for a first ministers' meeting and offered some planning suggestions. She recommended that the summit concentrate on higher education. She expressed the hope that the speech of the Prime Minister was a signal that the government was reconsidering the cuts in transfer payments to the provinces for postsecondary education which Mr. Wilson has imposed. Prof. Smith also wrote to the Council of Ministers of Education urging them to accept the Prime Minister's proposal.

The Prime Minister called for a focus on excellence in education. He urged a collective study of the educa-

tion system, "... its relationship to Canadian competitiveness and its relevance to the international challenges of the year 2000". Prof. Smith also welcomed this suggestion, and the concomitant remark that all young Canadians should receive a first class education. It was important, she noted in her letter, that quality education not be reserved for an economically privileged elite, should be available to qualified men and women in all parts of the country and open to international students.

The Prime Minister noted that the federal government had created a scholarship program for 10,000 undergraduates in science and engineering. Prof. Smith stated that CAUT had supported this program when it was introduced. She suggested that the federal government should consider extending it to other disciplines and indexing the grants so that they do not decline in value over time.

Mr. Mulroney also told the Tory convention that research and development was high on the government's agenda. He tore a strip off his business colleagues for the failure of the Canadian industrial and commercial community to contribute to research at a level similar to other industrial nations. He noted that the top four companies doing R&D account for almost 30 per cent of total industrial spending on R&D in Canada: 97 per cent of all Canada's manufacturing firms do no research at all.

Prof. Smith welcomed the Prime Minister's call to the business community and said that anything Mr. Mulroney can do to persuade his business colleagues of the importance of research would be most welcome. She doubted, however, that this would produce all the funds that were needed, particularly for university research. She recalled that the Bovey Commission in Ontario had commissioned research which indicated that private giving could not supplant the state in the funding of the work of the universities. She reminded the Prime Minister that a committee of the Na-

tional Advisory Board on Science and Technology, headed by Pierre Lortie, had recommended to him sometime ago that the federal government should double the grants of the three federal research councils. She noted that the Prime Minister commended NABST in his speech and she suggested that a commitment to implementing the financial proposals of the Lortie Report would send a strong signal to the provinces, the universities and to the private sector that the federal government meant to be truly effective in this area.

Prof. Smith welcomed several other aspects of the Prime Minister's speech, particularly his stress on the necessity of child care, his commitment to removing obstacles for disabled Canadians, his stress on culture, the arts and the humanities, and his focus on the environment.

The Prime Minister in his speech was clearly responding to his critics who had alleged for some months that the government was adrift and had no policies other than cutting the deficit on its agenda for the next four years.

The opposition critics who cover post secondary education and research were wary of accepting the Prime Minister's words at face value. Howard McCurdy, the NDP critic on Science and Technology commented,



Rey Pagtakhan

"The Prime Minister scores well on hypocrisy as well, in condemning the quality of education when he has ignored recommendations for a National Advisory Council on Education to give leadership in policy and when universities have suffered continuous cutbacks in transfer payments imposed by his government."

Ron Duhamel, the Liberal education and Literacy Critic, was also somewhat skeptical. He welcomed the announcement but questioned its authenticity. He doubted whether the private sector was going to support research in the present state of tremendous adjustments that it was having to make in reacting to the globalization of trade, the free-trade agreement and the planned goods and services tax. He commented that he was going to encourage the Liberal caucus to call the Prime Minister to account on the statements in this speech.

Rey Pagtakhan, the Liberal associate critic for Science and Technology, noting that the government had cut back in both research and education said, "When you look at the track record, it is shameful that the Prime Minister would have the gall to place the blame on the private sector for lack of R&D spending; the government should be showing leadership."



Howard McCurdy



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## CAUT comments / Commentaires de l'ACPU

## Choosing the next academics

We are about to enter another period in which there will be a shortage of people qualified to be academics. As the 1990s progress the rate of academic retirements will accelerate, not only in this country but also in the USA. The American Association of University Professors describes the situation in the USA as an approaching age cliff. In Canada the potential problem is being recognised; the AUCC has established a task force on the topic which will report in October. AUCC foresees a developing short-fall of qualified individuals in a broad range of disciplines occurring in France, the UK and the USA as well as Canada.

Will this bring on the same pattern of hiring as the previous spurt, in the sixties and early seventies, in the number of academic positions with many new members of faculty coming from abroad? Presumably so, even if only the current number of academic positions are maintained let alone dealing with any further expansion in the system. Since the USA, France and the UK will experience similar shortages two outcomes can be predicted: 1) a much more competitive market for well qualified people, 2) the internationalization of that same market.

One effect of the last hiring spurt was that by the mid-seventies nearly 30% of Canadian full-time academics held foreign citizenship, mainly of the USA and the UK. The question arises, as the next large wave of hiring comes on us, whether we are going to repeat that pattern either by choice or default. In this competitive international market the USA may well have a particularly strong attraction for Canadian academics and our shortage of qualified individuals will be exacerbated. In such a situation there may be a decrease in the quality of our recruits, whether they are Canadians or not.

Surely this is an outcome which ought not to occur, by design or default. One way in which its likelihood could be reduced is to encourage more, able Canadians to become academics. At least one study has indicated that a factor contributing to the shortage of qualified academics is not that there are too few formally qualified individuals but rather that some potential academics are not prepared to work in a university system that rewards them poorly in comparison to other sectors of the Canadian economy. When we have to compete in a hot international market for new recruits we should remember that.

Everyone with an interest in the quality of the university system and of the next generation of academics, should be thinking about recruiting options. If there are insufficient numbers of qualified Canadians to fill the positions - or more particularly to fill them at the present patterns and rates of compensation - then we threaten to develop a system of recruitment-by-default. We know from experience that there can be long term effects of such a hiring pattern on our post-secondary system. Some of these effects are clearly undesirable.

There are ways by which we can create recruitment choices. There are two elements to such a strategy: plan to generate sufficient qualified Canadians, and ensure that an academic career is an attractive option for the academically successful. This has to be done without lowering the standards we have achieved in Canadian universities. To do so requires that resources are allocated, even by governments seeking to lower deficits. It's a question of choices. One thing is clear, if we do not prepare for the next increase in academic hiring we will not have choices. It does not take much insight to prefer choice.

John Evans

## Le choix des professeurs de demain

Nous sommes à l'aube d'une autre période où les personnes qui ont les compétences requises pour enseigner se feront rares. Plus les années 1990 passeront, plus le nombre de professeurs retraités augmentera et ce, tant au Canada que chez nos voisins américains. L'American Association of University Professors décrit la situation à laquelle font face les États-Unis comme un fossé des générations. Au Canada, on reconnaît qu'il pourrait y avoir un problème. L'Association des universités et collèges du Canada (AUCC) a d'ailleurs mis sur pied un groupe de travail chargé d'étudier la question; le groupe déposera son rapport au mois d'octobre prochain. L'AUCC prévoit que cette pénurie de personnes compétentes touchera une vaste gamme de disciplines dans les universités de France, du Royaume-Uni, les États-Unis et du Canada.

Cette situation mènera-t-elle au même modèle d'embauche qu'au cours de la dernière vague, dans les années 1960 et au début des années 1970, alors qu'un bon nombre des postes de professeurs disponibles étaient occupés par des professeurs venant de l'étranger? Il semble que oui, même si le nombre actuel de postes vacants est maintenu en dépit d'un autre élargissement du système. Puisque les États-Unis, la France et le Royaume-Uni devront faire face au même problème, on peut prévoir deux conséquences : un marché beaucoup plus concurrentiel pour les professeurs très compétents, et l'internationalisation de ce même marché.

À la suite de la dernière vague d'embauche, on remarquait que vers le milieu des années 1970, près de 30 p. 100 des professeurs employés à temps plein dans les universités canadiennes étaient de nationalité étrangère, notamment des États-Unis et du Royaume-Uni. À l'aube d'une autre grande vague du genre, on peut se demander si la même chose se répètera, que ce soit par choix ou par défaut. Dans un marché international des plus concurrentiels, les États-Unis obtiendront probablement le faveur des professeurs Canadiens, et la pénurie de personnes compétentes au Canada ne sera qu'aggravée. Dès lors, la qualité des nouveaux professeurs, qu'ils soient de nationalité canadienne ou non, sera probablement moins bonne.

C'est certainement là une conséquence peu souhaitable, que ce soit par choix ou par défaut. Il est possible de réduire la probabilité d'une telle éventualité en encourageant davantage de Canadiens capables à devenir des professeurs. Selon une étude au moins, la pénurie de professeurs compétents n'est pas causée par le fait qu'il y a peu de personnes qualifiées, mais plutôt par le fait que des professeurs éventuels ne sont pas prêts à travailler dans un système universitaire qui, comparé aux autres secteurs de l'économie canadienne, ne les récompense pas beaucoup. Lorsqu'on s'apprête à livrer bataille pour obtenir de nouvelles recrues dans un marché international des plus concurrentiels, c'est certes un élément à ne pas négliger.

Toute personne intéressée par la qualité du système universitaire et de la prochaine génération de professeurs devrait songer aux options possibles au niveau du recrutement. Si le nombre de Canadiens disponibles pour occuper les postes vacants est insuffisant - ou, plus particulièrement, pour occuper ces postes aux conditions et aux taux de compensation actuels - alors nous nous trouverons probablement devant un système de recrutement par défaut. Et nous savons par expérience qu'un tel système d'embauche peut avoir des effets à long terme sur notre système d'enseignement postsecondaire, effets dont certains sont manifestement peu souhaitables.

On peut établir des choix en matière de recrutement. Une telle stratégie comporte deux éléments, soit la planification en vue de générer un nombre suffisant de Canadiens compétents, et l'assurance qu'une carrière d'enseignant constitue une option intéressante pour les bons étudiants. La stratégie ne doit pas diminuer les normes que les universités canadiennes ont déjà atteintes. À cette fin, il faudra allouer des ressources et même les gouvernements, qui cherchent à réduire les déficits, devront faire leur part à cet égard. C'est une question de choix. Une chose est claire cependant : si nous ne nous préparons pas en vue de la prochaine vague d'embauche, nous n'aurons pas de choix. Et il ne faut pas être un génie pour savoir qu'il est préférable de pouvoir choisir.

John Evans



## President's message/Le mot de la présidente

### You want a good country...

One of the more dispiriting aspects of Canadian public discourse is the degree to which decency and compassion seem so often to be absent. Casual readers of the popular press cannot avoid being struck by the lack of fairness in the discussion of a whole gamut of public policy issues, such as native rights, language issues, business ethics, matters constitutional—the list goes on. Whether this is so because qualities like intellectual honesty and fair-mindedness are less valued than they once were is topic for another discussion. Regardless of whether they have diminished over time, the frequent absence of these qualities from public debate is evident and merits our notice and action.

As a particular example close to our own profession, Geoffrey Simpson's piece on the state of post-secondary education in Canada ("Lean Days on Campus", *Globe and Mail*, May 30) cannot go unchallenged. While providing—for the most part—a useful discussion of university enrolment trends and real per capita funding patterns, he also joins others in charging university teachers with a special, particular responsibility for the deplorable state of post-secondary education in Canada.

In his discussion, Mr Simpson offers the "novel" proposition that university teachers are underworked. Doubtless he appreciates that this charge is somewhat time-worn, having often—and earlier—been offered by such lesser lights as provincial politicians and journalists more junior than he. And this probably motivates his compulsion to offer "evidence". Readers of the commentary will recall Mr. Simpson's data—university teachers of his acquaintance seem not to suffer sufficiently from "stooped shoulders or premature angina".

Having known relatively young colleagues who died, in a sense, on the job, I find the impulse to assess journalists' physical well-being—and the factors contributing to it—almost irresistible. To do this, however, would stoop to the level of another influential shaper of Canadian opinion, Conrad Black, who is reported recently as having disparaged journalists on the basis of his anecdotal impressions. Even worse, to do this would divert us from other, more important concerns.

How is it that a graduate of a Canadian university, who has gained a considerable reputation as a commentator on public affairs, could present such evidence? Would Mr. Simpson claim

that it satisfies any reasonable standards of fair comment? Worse yet, would he perhaps believe that it will persuade his readers to give credence to his thesis? Is it unreasonable to expect that commentators in his position would consult and quote from genuine source of evidence, such as: the Hay Management study on Ontario university faculty, commissioned by the management side of university governance; le rapport du group Ministeriel de travail sur la tâche du professeur d'Université au Québec; or statistics about Canadian university staff-student ratio or library holdings, for example. Who benefits from emotive rather than rational journalism?

It is equally disturbing that so many of those who graduated from Canadian universities during the baby-boom, taking as they did the best that the system had to offer two or three decades ago, seem now to be willfully oblivious to the very real problems experienced by the students of this generation and the teachers of this decade. Much has been made recently of the resentment felt by "Generation X" (to use Decima's term) towards middle aged baby-boomers. Baby-boomers themselves seem to find this puzzling. But, confronted as "Generation X" is by their seniors' indifference to over-crowded classrooms,

deteriorating equipment, insufficient library resources and harried professors with significantly less time to spend with them, is their resentment all that surprising?

As university teachers, we must ask an unpalatable question. To what extent are Mr. Simpson's remarks intended to reflect opinion rather than to provoke debate? He is, after all, a commentator. Let us suppose that he accurately mirrors opinions of influential public policy formulators or the general public in Canada. We must then ask if he is right. Is it correct that Canadians will applaud not only indifference but even hostility to the plight of students and teachers in our universities? And if so, how can such views be changed?

The starting point for change is surely not with an individual commentator nor is it with a single target or a single issue. One might be cynical, and suggest

See "Good Country", page 5



Pamela Smith

during l'explosion démographique, et qui ont donc profité de ce que le système avait de meilleur à offrir il y a vingt ou trente ans, semblent aujourd'hui disposés à ignorer les problèmes très réels auxquels sont proie les étudiants de la présente génération et les enseignants de cette décennie. Dernièrement, il a souvent été question du ressentiment des jeunes de la "génération X" (pour reprendre le terme employé par Decima) à l'endroit des enfants de l'explosion démographique qui ont aujourd'hui l'âge mûr et qui ne semblent pas eux-mêmes comprendre de quoi il retourne. Néanmoins, étant donné l'indifférence de leurs aînés au nombre trop élevé d'étudiants dans les cours, aux ressources insuffisantes des bibliothèques et aux professeurs débordés qui ont nettement moins de temps à leur consacrer, est-il si étonnant que les étudiants d'aujourd'hui leur en veuillent tant?

En tant que professeurs d'université, Voir "Vous voulez", à la page 5

### Vous voulez un pays digne de ce nom?

L'absence trop souvent remarquée de bienveillance et de compassion dans le cadre des échanges qui se tiennent dans l'arène publique canadienne est l'un des aspects les plus navrants de ces discussions. Les personnes qui ont l'occasion de lire la presse écrite ne peuvent faire autrement que de remarquer le manque d'impartialité avec lequel on présente une foule de questions relevant de la politique publique, dont les droits des autochtones, les langues officielles, l'éthique professionnelle et la constitution, pour n'en nommer que quelques-unes. Quant à savoir si cette situation résulte de la dévalorisation de certaines qualités, comme la droiture et l'objectivité, là n'est pas la question. Que ces qualités aient plus ou moins d'importance qu'auparavant, leur absence dans les échanges publics est flagrante et vaut la peine d'être remarquée, voire dénoncée.

Pour prendre un exemple qui nous touche de près, on ne peut passer sous silence l'article de Geoffrey Simpson sur la situation de l'éducation postsecondaire au Canada ("Lean Days on Campus", *Globe and Mail*, le 30 mai). Bien que dans cet article, il traite en grande partie de l'évolution des inscriptions à l'université et du financement moyen par étudiant, M. Simpson profite de

l'occasion, comme l'ont déjà fait d'autres personnes, pour blâmer les professeurs d'université de la situation déplorable de l'éducation postsecondaire au Canada.

Dans son article, M. Simpson soumet une nouvelle hypothèse, soit celle que les professeurs d'université ne donnent pas le meilleur d'eux-mêmes. Il conviendrait certainement que cette notion est quelque peu éculée, ayant souvent, et depuis longtemps, été avancée par des sommités qui ne l'égalent pas — des politiciens provinciaux et des journalistes ayant moins de carrière, par exemple. C'est pourquoi M. Simpson tient absolument à appuyer sa proposition de preuves. Les personnes qui ont lu son article se souviendront certainement des données qu'il y a présentées — les professeurs d'université qu'il connaît "n'ont pas suffisamment le dos voûté et ne souffrent pas d'angine précoce".

Ayant connu des jeunes collègues qui y ont laissé leur peau, pour ainsi dire, j'ai bien du mal à résister à la tentation d'évaluer le bien-être physique des journalistes et, bien entendu, les facteurs qui y contribuent. Malheureusement, je m'abaisserais alors au niveau d'une autre personne qui exerce une influence considérable sur l'opinion publique au Canada, Conrad Black, celui-là même

qui, paraît-il, a récemment sacrifié le journaliste à l'autel de son talent d'anecdotier. Par ailleurs, et plus important encore, cette digression nous détournerait d'autres questions nettement plus pertinentes.

Comment est-ce qu'une personne diplômée d'une université canadienne, qui s'est taillée une solide réputation de commentateur des affaires publiques, peut-elle présenter de telles preuves? M. Simpson serait-il prêt à maintenir que ces preuves sont conformes à des normes raisonnables de commentaire objectif? Pis encore, s'attend-t-il à convaincre ses lecteurs du bien-fondé de sa théorie? Est-il déraisonnable de s'attendre à ce que des commentateurs comme M. Simpson consultent et citent des sources sûres comme l'étude de gestion Hay sur les professeurs d'université ontariens commandée par l'administration universitaire, le rapport du groupe de travail ministériel sur la tâche du professeur d'université au Québec ou des statistiques sur le rapport étudiant-enseignant dans les universités canadiennes ou sur le contenu des bibliothèques. Qui profite de la presse pathétique plutôt que rationnelle?

Il est tout aussi étonnant que beaucoup de ceux qui ont reçu leur diplôme d'universités canadiennes



# CAUT Policy Statement

## Abuse of Professional Authority: Sexual Harassment

- 1 This policy statement on sexual harassment applies to professional or supervisory relationships of an academic, counselling or administrative character to which students, academic staff, support or administrative staff or other members of the university community are subject. Nothing in this document is intended to detract in any manner from the rights of academic staff to academic freedom.
- 2 Sexual harassment as defined herein is a violation of the Policy on Professional Ethics and Professional Relationships.
- 3 Conduct of a sexual nature such as, but not limited to, sexual assault, verbal abuse or threats of a sexual nature, unwelcome sexual invitations or requests, demands for sexual favours, or unwelcome and repeated innuendos or taunting about a person's body, appearance or sexual orientation, constitutes sexual harassment when:
- (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, academic status or academic accreditation, or
  - (b) submission to or rejection of such conduct by an individual is used as the basis for employment, or for academic performance, status or accreditation decisions affecting such individual, or
  - (c) such conduct interferes with an individual's work or academic performance, or
  - (d) such conduct creates an intimidating, hostile or offensive working or academic environment.
- 4 It is the CAUT view that all sectors of the university community have a responsibility to cooperate in the creation of a climate in which sexual harassment does not occur. Therefore CAUT recommends the development of a cooperative educational program designed to sensitize members of the community to the unacceptability of such conduct. All constituencies within the university should be involved in the development of such a program. Faculty associations, where necessary, should take the initiative in securing the cooperation of the other constituencies. Faculty associations/unions should be actively involved in educating their members about sexual harassment. This could include information sessions on sexual harassment at general meetings, discussion of sexual harassment in association mailings or working with other groups on campus to actively promote an environment free of sexual harassment.
- 5 Members of the academic community have a responsibility to cooperate in the creation of a climate in which sexual harassment does not occur. They should not engage in practices which appear to condone or do condone sexual harassment. Sexual harassment may be condoned or appear to be condoned through active encouragement of unacceptable behaviour or by implied acceptance of or support for offensive behaviour.
- 6 These principles are not intended to inhibit normal social relationships or freedom of expression which are in accord with professional ethics as set out in the CAUT Policy Statement on Professional Ethics and Professional Relationships. An individual entering or involved in a sexual relationship with a consenting adult who will be or is subject to that individual for evaluation or supervision should decline or terminate the supervisory or evaluative role.
- 7 Every university should have clear procedures under which complaints of sexual harassment may be processed. The development of such procedures should involve other interested parties in the university, such as women's groups, student government, staff unions, etc.; however, such procedures must be bilaterally negotiated by the faculty association and the administration.
- 8 Every university should appoint a sexual harassment officer(s) whose duties should include educating the academic community, counselling complainants, receiving complaints, and administering the policy and procedures.
- 9 The procedures should include and encourage the opportunity for the informal resolution and/or mediation of complaints. Such processes should be held in confidence.
- 10 In order to facilitate informal resolution and/or mediation, no third party to either of these processes, including the sexual harassment officer, should be an adjudicator or a witness in any formal hearing of the complaint.

- 11 The procedures should include a mechanism for formal resolution of the complaint, in the event that informal resolution and/or mediation fail or are found to be inappropriate.
- 12 In all cases the procedures should be consistent with the principles of fairness embodied in the relevant policy statements of CAUT. The procedures should ensure that the principles of natural justice are honoured, including, but not limited to:
- (a) the right of the accused to be informed in writing of the specific charges that have been brought by the complainant;
  - (b) the right to counsel; and
  - (c) the right to hear the evidence and to cross-examine witnesses during a formal hearing.
- 13 The procedures should ensure that the complainant is protected from reprisals as a result of bringing a sexual harassment charge that is neither frivolous nor vexatious; and that witnesses are also protected from reprisals where the witness has testified honestly.
- 14 The procedures should ensure the prompt remedy of any harm or disadvantage suffered by the complainant or, where the complaint was unfounded, by the accused.
- 15 Both the decision and any disciplinary action imposed should be subject to grievance and arbitration.
- Approved by Council, May 1981 (Interim); May 1982 (Final); revised, May 1989.

## Enoncé de principes de l'ACPU

### Abus de l'autorité professionnelle: Harcèlement sexuel

- 1 Le présent énoncé de principes sur le harcèlement sexuel s'applique aux relations de travail ou de supervision de nature pédagogique, consultative ou administrative qu'entretiennent les étudiants, le personnel enseignant, le personnel de soutien ou administratif ou tout autre membre de la communauté universitaire. Rien dans le présent énoncé n'a pour but de porter atteinte de quelque manière que ce soit aux droits des universitaires et à la liberté universitaire.
- 2 Le harcèlement sexuel, tel que défini dans la présente, est une violation de l'Enoncé de principes sur l'éthique professionnelle et les relations professionnelles.
- 3 Un comportement de nature sexuelle tel que l'agression sexuelle, l'abus de langage ou les menaces de nature sexuelle, les invitations ou les avances malvenues de nature sexuelle, les demandes de faveurs sexuelles ou les insinuations ou les sarcasmes malvenus répétés qui dénigrent le corps, l'apparence ou l'orientation sexuelle d'une personne (cette liste n'étant pas exhaustive), constitue du harcèlement sexuel dans les cas où:
- (a) la soumission à un tel comportement devient explicitement ou implicitement une condition à l'embauche, au statut ou à l'accréditation professionnels d'une personne, ou
  - (b) le fait qu'une personne accepte ou rejette un tel comportement sert de fondement aux décisions relatives à son embauche, à l'évaluation de son rendement, à son statut ou à son accréditation, ou
  - (c) un tel comportement perturbe le travail ou le rendement pédagogique de la personne.
  - (d) un tel comportement crée une atmosphère de travail ou d'enseignement intimidante, hostile ou offensante.
- 4 L'ACPU est d'avis que tous les secteurs de la communauté universitaire ont la responsabilité de collaborer à la création d'un climat exempt de harcèlement sexuel. En conséquence, l'ACPU recommande la mise sur pied d'un programme coopératif d'éducation conçu pour sensibiliser les membres de la communauté à l'inadmissibilité d'un tel comportement. Toutes les instances de l'université devraient contribuer à la réalisation de ce programme. Les associations de professeurs, si nécessaire, devraient prendre l'initiative pour s'assurer de la collaboration des autres intervenants. Les associations et les syndicats de professeurs(es) devraient participer activement à l'éducation de leurs membres en ce qui concerne le harcèlement sexuel. Cela pourrait se faire par des sessions d'information sur le harcèlement sexuel lors d'assemblées générales, par l'envoi de documents sur le harcèlement sexuel ou par la collaboration avec d'autres groupes sur le campus dans le but de créer un milieu de travail exempt de harcèlement sexuel.
- 5 Les membres de la communauté universitaire ont la responsabilité de collaborer à la création d'un milieu exempt de harcèlement sexuel. Ils ne devraient pas tolérer le harcèlement sexuel, ou sembler le faire. On peut tolérer le harcèlement sexuel, ou sembler le faire, en encourageant activement des comportements inacceptables ou bien par

l'acceptation tacite ou le soutien de comportements offensants.

6 Ces principes ne veulent pas empêcher les relations sociales ou la liberté d'expression qui sont en accord avec l'éthique professionnelle telle que définie dans l'Enoncé de principes de l'ACPU sur l'éthique professionnelle et les relations professionnelles. Une personne qui s'engage ou est sur le point de s'engager dans une relation de nature sexuelle avec un adulte consentant qui est ou s'apprête à être soumis à cette personne à des fins d'évaluation ou de supervision devrait mettre fin au rôle de supervision ou d'évaluation ou refuser de l'assumer.

7 Chaque université devrait avoir des procédures pour traiter les plaintes de harcèlement sexuel. D'autres groupes intéressés de l'université, tels les groupes de femmes, l'association des étudiants, les syndicats d'employés, etc. devraient participer à l'élaboration de ces procédures. Cependant, les procédures devraient être négociées entre l'administration de l'université et l'association des professeurs.

Voir "Enoncé", à la page 5



## Good Country continued from page 3

that it all comes down to the pocket-book: if it costs public money then the public will be opposed to it. If true, then our lobbying, both of the public and of key policy formulators, should be entirely based on economic arguments. And certainly such arguments have worked fairly well where they have been used. But such arguments cannot be the sum total—or even the major part—of our case. Adopting only these arguments would play the game of the cynical, the indifferent, the hostile. Surely, our lobbying role must do much more than this, and must promote finer, more positive goals.

To make our own case, we must take the cynicism itself head-on. For there is still a vast majority in this country for whom success means far more than the dollar and the cheap shot. And who, if they are not already convinced, would readily accept the intrinsic value of higher education. Many of them may not have had the same opportunity as did Mr Simpson to attend university, but are determined that their children and grand-children should. One such, a doorman at a hotel where CAUT was holding a meeting, asked me whether I was with the university teachers. When I answered yes he encouraged me with the statement that we should keep up the good work since "... what you do is very important; after all, if we want a nice country — a good country — we need good education in Canada."

Part of our responsibility, therefore, must be to act as commentators ourselves. We must not only challenge arguments produced by the "I'm alright, Jack" baby-boomers, but also convince decision-makers and opinion-leaders of the true situation and of what will surely come to pass for this country - socially and economically - if the university system is left to deteriorate further or if the quality of it is improved at the expense of limiting access to it. It must be part of our responsibility to ensure that the debate addresses the real issues, and we must also insist the issues be addressed with evidence — not casual observation, with decent, fair comment — not cheap shots, and with compassionate vision — not destructive self-complacency.

Taking up this challenge as a responsibility will continue to be a major activity for our Association. All parts of our Association must continue to cooperate fully to realise the principles and the goals they serve.

**Vous voulez Suite de la page 3**  
nous devons poser une question délicate. Nous devons nous demander dans quelle mesure les remarques avancées par M. Simpson visaient non à soulever la controverse, mais à refléter l'opinion publique. Il est, après tout, commentateur. Admettons qu'il rende correctement compte de l'opinion de décideurs de politiques publiques qui exercent une influence considérable ou de celle du public canadien. Il faut alors se demander s'il a raison.

Est-il juste de croire que les Canadiens sont d'avis que l'indifférence, sinon l'hostilité, est le meilleur recours face à

la situation des étudiants et des enseignants dans les universités? Le cas échéant, comment peut-on modifier ces opinions?

Tout changement ne sera certainement pas amorcé par un seul commentateur, ou en fixant un seul objectif ou en s'attaquant à une seule question. On pourrait répondre avec cynisme qu'il s'agit en fin de compte d'une question de gros sous : si une initiative suppose une sortie de fonds publics, le public s'y oppose. Si c'est le cas, les pressions exercées auprès du public et des décideurs de politiques clés ne devraient alors être étayées que par des arguments d'ordre économique. Il n'en reste pas moins que jusqu'à présent, ce type d'argument s'est avéré assez efficace. Toutefois, les arguments avancés ne peuvent tous être de nature économique, car opter pour une telle stratégie serait jouer le jeu du cynisme, de l'indifférence, de l'hostilité. Les pressions exercées ne peuvent se ramener uniquement à l'argent; elles doivent viser des objectifs plus nobles et plus positifs.

En toute probité, le cynisme doit être attaqué de front. Après tout, pour un grand nombre de Canadiens, le succès ne se mesure pas uniquement en dollars et en coups bas. Par ailleurs, s'ils ne l'ont pas déjà fait, ces Canadiens sont prêts à reconnaître la valeur intrinsèque des études supérieures. Bon nombre d'entre eux n'ont peut-être pas eu la même chance que M. Simpson et n'ont pas pu poursuivre des études supérieures, mais ils sont bien décidés à envoyer leurs enfants et leurs petits-enfants à l'université. Ainsi, le portier d'un hôtel où se tenait une réunion de l'ACPU m'a demandé si je faisais partie du groupe de professeurs d'universités. Devant ma réponse affirmative, il m'a encouragé en m'incitant à poursuivre notre bon travail puisque "... ce que vous faites est très important; après tout, pour avoir un bon pays - un pays digne de ce nom - il faut offrir une éducation de qualité au Canada".

Il nous incombe donc d'assumer aussi le rôle de commentateurs. Non seulement nous devons relever le défi des arguments du style moi, je n'ai pas de problème qu'affectionnent les enfants de l'explosion démographique, mais nous devons aussi faire comprendre la situation actuelle aux décideurs et aux directeurs de l'opinion publique et leur faire saisir l'ampleur des conséquences - économiques et sociales - d'une détérioration du système universitaire ou d'un contingentement des inscriptions en vue d'améliorer la qualité de l'enseignement. Nous devons nous assurer que le débat s'attache aux questions importantes, et que les faits présentés sont étayés de preuves — pas d'observations simplistes, mais d'un commentaire correct et juste; pas de coups bas, mais d'une approche sensible — et non de basse complaisance intéressée.

L'Association continuera de consacrer beaucoup de temps à assumer la responsabilité qui lui incombe, c'est-à-dire à relever le défi lancé. Les parties de l'ACPU doivent continuer de collaborer en toutes choses afin de réaliser les principes et d'atteindre les objectifs établis.

## Earth Scientist wins Reid fellowship

The Awards Committee of the J.H. Stewart Reid Memorial Fellowship is pleased to announce its selection for 1989-90. The recipient of the \$5,000 award is Barbara Ann Sherwood-Lollar, a PhD student at the University of Waterloo.

Ms. Sherwood-Lollar has a degree in geology from Harvard-Radcliffe and an MSc in Geochemistry (Earth Sciences) from the University of Waterloo.

Ms. Sherwood-Lollar's doctoral program will focus on the origin and geochemical evolution of natural gases in the crystalline geological environment, and their relationship to sedimentary basin natural gases of Southwestern Ontario. She intends to pursue a career in geochemical research upon completion of her PhD program.

Ms. Sherwood-Lollar has received several awards including a graduate research award from Petro-Canada for both 1987-88 and 1988-89 as well as an NSERC postgraduate scholarship for 1985-87 and 1987-89.

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and individual



faculty members across the country to honour the memory of the first executive secretary of the association.

The members of the Awards Committee are Marie-Andrée Bertrand (U de Montréal), Lois Valley-Fischer (Acadia U.) and Howard McCurdy, M.P.

The fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a doctoral degree at a Canadian university.

## Énoncé

### Suite de la page 4

8 Chaque université devrait nommer un(e) conseiller(ère) en harcèlement sexuel qui aurait comme fonction d'informer la communauté universitaire, de conseiller les plaignants, de recevoir les plaintes ainsi que d'administrer la politique et les procédures.

9 Les procédures devraient prévoir la possibilité de résoudre les plaintes de façon officieuse ou de les régler par la voie de la médiation et devraient encourager à le faire. Ces processus de règlement devraient se tenir sous le sceau du secret.

10 Dans le but de faciliter le règlement informel ou la médiation, il ne faut pas qu'une tierce personne, y compris le(la) conseiller(ère) en harcèlement sexuel serve, par la suite, de juge ou de témoin lors de l'audition officielle de la plainte.

11 Advenant l'échec du règlement officieux ou de la médiation ou que l'on juge que l'une ou l'autre de ces procédures est inadéquante, le processus devrait prévoir un mécanisme de règlement officiel de la plainte.

12 Dans tous les cas, les procédures devraient se conformer aux principes

d'équité inclus dans les énoncés de principes pertinents de l'ACPU. Les procédures devraient garantir que les principes de justice naturelle sont respectés, y compris mais ne se limitant pas:

- (a) au droit de la personne accusée d'être informée par écrit des accusations précises portées contre elle par le (la) plaignant(e);
- (b) au droit d'être représenté par un avocat; et
- (c) au droit d'entendre la preuve et de contre-interroger les témoins pendant une audition officielle.

13 Les procédures devraient garantir la protection du (de la) plaignant(e) contre des représailles après avoir porté des accusations de harcèlement sexuel qui ne sont ni frivoles ni vexatoires; elles devraient également garantir la protection des témoins contre des représailles s'ils étaient de bonne foi.

14 Les procédures devraient garantir le redressement rapide du tort causé au (à la) plaignant(e) ou du préjudice subi ou, si la plainte n'était pas fondée, le garantir à la personne accusée.

15 Tant la décision prise que la mesure disciplinaire imposée devraient pouvoir faire l'objet d'un grief et d'un arbitrage. Approuvé par le Conseil, mai 1981 (version provisoire); mai 1982 (version finale); révisé, mai 1989.



# The Librarians committee

by Eileen Goltz, person chairing.

As the incoming chairperson for the CAUT Librarians Committee, I wish to thank the CAUT Council for its confidence. I also extend the thanks of the Committee to retiring Committee members Rita Vine of Calgary, the immediate past chairperson, and to Ruth Leslie of Windsor. Rita Vine's efficient direction, attention to detail, and patience were very much appreciated by all on the Committee, and we were all grateful that Ruth Leslie, despite her already busy schedule, found time to work so capably on retirement policies.

At the May meeting of the CAUT Council, Nora Robins (Calgary) and Susan Denyer (Queens) were elected to the CAUT Librarians Committee for three year terms. Nora Robins is also a member of the CLA Council and Susan Denyer serves on the editorial board of the *Canadian Library Journal*. They will join Committee members Carol Marley (McGill), John Murchie (NSCAD), Eileen Goltz (Laurentian), and Marc Richard (McGill), the FAPUQ observer, Robert Moore, of the CAUT office in Ottawa (Committee secretary) and Sarah Anderson, also from the Ottawa office of CAUT, who provides secretarial support. Robert Moore was involved in a serious accident during the summer and the Committee wishes him a speedy and full recovery.

## GUIDELINES FOR THE APPOINTMENT AND REVIEW OF CHIEF LIBRARIANS

Representatives of CAUT and CACUL met at the annual CLA conference to consider a review of the CAUT/CACUL "Joint Guidelines for the Appointment and Review of Chief Librarians". Richard Greene (Ottawa),

formerly the president of CACUL; Pat Appavoo (Athabasca), the incoming president of CACUL; Rita Vine (Calgary), now a member of the CAUT executive; John Murchie (NSCAD); and Robert Moore, met to initiate discussion. A committee was established to investigate the impact of the "Guidelines" on recent appointments and reviews. To assist in the endeavour, the committee will prepare a questionnaire and present it for consideration at the fall CAUT and CACUL meetings. If accepted, the questionnaire will be pre-tested on a small sample during the winter of 1989/90 before going to chief librarians in the late winter or early spring of 1990.

## POINTS FOR DISCUSSION

An item of importance to be discussed by the Librarians Committee this fall is the review of the "CAUT Policy Statement on Professional Ethics and Professional Relationships". The other two CAUT Standing Committees, the AF&T and the Status of Women will also be considering the policy statement. Another matter of concern is the cancellation of subscriptions by libraries as a result of budgetary restrictions. This situation has already been discussed by the Librarians Committee and the Status of Women Committee. It will be the subject of further discussion this fall. The problem of security and confidentiality of records continues to excite comment, and continues to be topical.

## UPCOMING EVENTS

The Librarians Committee is planning a conference, entitled "The Academic Partnership", to be held November 23 to 25, 1990 in Ottawa. A tentative programme schedule, including the following topics has been prepared: Faculty and Academic Status, Bargain-

ing Units, Librarians and Negotiation, Planning and Governance, such economic issues as Pensions, Benefits, and Salaries, and such current concerns as Copyright, Sale and Leasebacks, and Privacy of Records. This list does not exhaust the possible inclusions. The committee will finalize the programme in the next few months, and would appreciate any input.

If you have suggestions, please send them to Robert Moore (CAUT), or to Eileen Goltz, Laurentian University Library, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.

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## RESEARCH RELEASE TIME FOR LIBRARIANS—A HOT ISSUE!

Over the past few years librarians have found it increasingly necessary to engage in some form of research in order to remain knowledgeable about current developments in library and information science and related fields. Most librarians, however, do not have a designated period of time each year which can be devoted to research projects and few librarian requests for release time for purposes of research are granted. Even those librarians who are governed by a collective agreement, in which release time for purposes of research seems to be allowed, find their requests refused—often arbitrarily—for no obvious reason. Holidays provide the only research time available to most librarians! Few librarians, therefore, are able to engage in meaningful research projects. Holidays seldom provide time to do more than refresh oneself for the year ahead, and librarians, like other mortals, have vacation commitments to family and friends.

Library administrators tend to refuse requests for release time, for purposes

of research, without actually considering the implications of the refusal. Not all librarians are willing to involve themselves in the research and publication syndrome, and those who do are the ones requesting release time. They have research projects in hand and time parameters in mind. No librarian wants to continue with the same project forever. Administrators should consider the reflected glory that will be theirs when one of "their librarians" publishes. Such administrators are perceived as among the enlightened for having adopted this positive approach. They have encouraged a colleague to achieve, rather than having been negative and discouraged him/her. A positive attitude among administrators towards librarians' research would be most appreciated by those librarians who have repeatedly, and unsuccessfully, requested release time, in order to pursue research.

It has been proven that library service benefits from the research being done by librarians, and librarians who engage in research and publication become more valuable to the university library. These librarians have acquired new knowledge, or broadened that which they already had, and have had the pleasure of sharing their research results with others, often with those of their colleagues who choose not to become involved in research. Thus, more people than the researching librarian benefit. We, as librarians, do not insist that all librarians be committed to research and publication. We then wonder why some administrators deny the opportunity to those librarians who are committed. They are also denying themselves and their institutions the opportunity to expand the body of information on which all librarians depend.

# Le comité des bibliothécaires

par Eileen Goltz, présidente

Nouvellement élue présidente du Comité des bibliothécaires de l'ACPU, j'aimerais remercier le Conseil de l'ACPU de sa confiance. J'aimerais également remercier, au nom du comité, les membres qui ont terminé leur mandat, en l'occurrence Rita Vine de Calgary, la présidente sortante, et Ruth Leslie de Windsor. Tous les membres du comité ont su apprécier la direction efficace de Rita Vine, son attention aux détails et sa patience. En outre, nous sommes tous reconnaissants envers Ruth Leslie qui, malgré un horaire déjà chargé, a trouvé le temps de travailler avec autant de compétence sur des politiques relatives à la retraite.

Lors de l'assemblée du Conseil de l'ACPU tenue en mai, Nora Robins (Calgary) et Susan Denyer (Queens) ont été élues au Comité des bibliothécaires de l'ACPU pour un mandat de trois ans. Nora Robins est également membre du conseil de la CLA et Susan Denyer siège au comité de rédaction du *Canadian*

*Library Journal*. Elles se joignent aux autres membres du comité qui sont Carol Marley (McGill), John Murchie (NSCAD), Eileen Goltz (Laurentienne) et Marc Richard (McGill), l'observateur de la FAPUQ, Robert Moore, du bureau central de l'ACPU à Ottawa, à titre de secrétaire du comité, et Sarah Anderson, également du bureau central de l'ACPU, qui fournit les services de secrétariat. Robert Moore a subi un grave accident cet été et le comité lui souhaite un prompt rétablissement.

## ÉNONCÉ DE PRINCIPES SUR LA NOMINATION ET L'ÉVALUATION DES BIBLIOTHÉCAIRES EN CHEF

Les représentants de l'ACPU et de l'ACBCU (CACUL) se sont réunis au congrès annuel de la CLA pour envisager l'examen de "l'Énoncé de principes de l'ACPU et de l'ACBCU sur la nomination et l'évaluation des bibliothécaires en chef". Richard Greene (Ottawa), ancien président de l'ACBCU, Pat Appavoo (Athabasca), la nouvelle présidente de l'ACBCU, Rita

Vine (Calgary), maintenant membre du Comité de direction de l'ACPU, John Murchie (NSCAD) et Robert Moore, se sont rencontrés pour amorcer des discussions sur le sujet. Ils ont mis sur pied un comité chargé d'étudier les conséquences de l'énoncé de principes sur les nominations et les évaluations récentes. Pour ce faire, le comité rédigera un questionnaire et le soumettra à l'attention de l'ACPU et de l'ACBCU lors de leurs assemblées respectives à l'automne. Si le questionnaire est accepté, il sera mis à l'essai auprès d'un échantillon réduit à l'hiver 1989-1990. Il sera ensuite remis aux bibliothécaires en chef à la fin de l'hiver ou au début du printemps 1990.

## POINTS À DISCUTER

L'examen de "l'Énoncé de principes de l'ACPU sur l'éthique professionnelle et les relations professionnelles" est un sujet important dont le Comité des bibliothécaires doit discuter cet automne. Les deux autres comités permanents de l'ACPU, à savoir le CLUPE

(AF&T) et le Comité du statut de la femme se pencheront également sur l'énoncé de principes. L'annulation d'abonnements par des bibliothèques à la suite de restrictions budgétaires est aussi une question dont il faut s'occuper. Le comité des bibliothécaires et le Comité du statut de la femme ont déjà discuté de la situation. Elle fera l'objet de discussions approfondies à l'automne. Le problème de la sécurité et de la confidentialité des dossiers continue de susciter des commentaires et demeure toujours d'actualité.

## ÉVÉNEMENTS À VENIR

Le Comité des bibliothécaires est en train d'organiser un colloque sous le thème "Les universitaires: des partenaires", qui se tiendra du 23 au 25 novembre 1990 à Ottawa. Un programme provisoire a été préparé et en voici les principaux sujets: Les professeurs et le statut universitaire, les unités de négociation, les bibliothécaires et la négociation, la planification et le **Voir "Bibliothécaires", à la page 11**



# The Collective Bargaining Conference

by E. Zimmerman

A successful four-day Conference on Collective Bargaining was held once again at the Far Hills Inn, Val Morin, Quebec in June 1989. The Conference, sponsored and organized by CAUT - Collective Bargaining Cooperative, brought together a cross-section of forty-seven academics from western and eastern universities, from Simon Fraser to Memorial University, to be introduced to and trained in the art of negotiating and bargaining collectively.

The Conference opened on Saturday night, June 17th, with a brief welcome by the coordinator, Ernest R. Zimmermann (Lakehead), and with special greetings from Michel Campbell, President of FAPUQ, and from Pam Smith, President of CAUT, to the participants.

Early Sunday morning, Professor Margaret O'Brien (Mount Saint Vincent University) opened the working session, retelling the saga of her Association's recent negotiations and successful strike at the "Mount". In subsequent sessions participants practised not only contract clause writing and their verbal negotiating skills in simulated contract negotiations, but also learned how to handle and resolve member's grievances. Divided into small teams, representing either faculty associations or board/administrations, participants engaged in the processes of conciliation, mediation and finally settlement. Each team's performance was judged by "experienced, senior negotiators" on the basis of which team obtained the "best terms" and how well it practised the different, newly acquired skills. Winners received "specially designed" T-shirts which almost immediately became much desired items of high fashion.

In addition to these simulation exercises, which were conducted by Hélène Bibeault, Staff Officer of CAUT - Collective Bargaining Cooperative and

Howard Snow of CAUT, different speakers presented short talks, followed by discussions, on such topics related to collective bargaining as women and equity, librarians' position in the bargaining process, academic and teaching freedom issues, strike preparation and strike gains and last though not least, salaries and pensions. These last two topics, presented with humour and fervour by Professors Bob Rodgers, First Chairperson of the COOP and Ian McDonald, Chair of OCUFA Salary Committee, respectively, elicited of course, a most lively and prolonged discussion. Professor Rick McGaw (UNB) and Bruce Curtis (Staff Officer, Calgary) staged an entertaining but instructive media event which offered several participants an opportunity to deal with an unfriendly, open-line radio interviewer. Although the Conference was conducted primarily in English, francophones also participated in a francophone setting.

The Conference ended at noon on Wednesday, June 21st after the participants completed their evaluation of this Conference and after Professor Ted Humphreys, newly elected Chair of CAUT - Collective Bargaining Cooperative, bid them farewell, expressing the hope that these four days of learning experiences in the collective bargaining process will benefit local associations in their negotiation endeavours.

Seventy percent of the participants returned their evaluations and the overwhelming majority of these (95%) considered the Conference on Collective Bargaining a great success. Much praise was given to the very attractive environment of the Far Hills Inn and to its excellent cuisine. Of course views differed on the various talks and exercises, but again the vast majority (85% of the returned evaluations) judged these exer-

cises "good to excellent". Criticism was directed towards the "isolation" of the Far Hills Inn, the lack of organized social events, individual speakers, topics and presentations and the absence of audio-visual equipment. At least one participant thought that too much emphasis was placed on unionization, strike action and collective bargaining!

## Update on New Zealand - student fees

by Peter King

Confusion and ill-will has emerged recently in the wake of the fourth Labour Government's attempts to introduce a system of student loans, coupled with very much higher fees. The government claims it needs the fee increases to finance new university places so as to honour its promises on accessibility. As Bob Crozier reported in the May 1989 Bulletin, the loans were seen by students, teachers, and others as a downright betrayal of the Party's pledge in the 1987 election manifesto "to ensure that tertiary students are not required to pay a higher contribution to their own education than they do at present".

Student loans are, of course, a familiar facet of Universities in this country, but recent attempts to introduce such schemes in such countries as Australia, Great Britain, and the Netherlands have all foundered on their rocks of high administrative costs and anticipated default rates by those who simply do not have the resources to repay them upon graduation.

On July 5, it was revealed in Wellington that the major commercial banks in New Zealand had unanimously refused to take part in the scheme. The immediate reaction of Mr Goff, Associate

The success of this year's Conference was the result of work done by the Organizing Committee of Paul Dussault, Jennie Hornosty, Ann Robinson and Ernest R. Zimmermann. The COOP urges all participants to return their evaluations which will help in planning even better (perfect!) future conferences.

education Minister, was twofold. First he made the somewhat irrational claim that the Bankers' Association refusal was the result of student pressure. This claim, hardly a supportable one in any event, was immediately denied both by Jim Macaulay, chair of the University Student Association and by the Bankers' Association Executive Director, Simon Carlaw. In a television interview, Mr. Carlaw suggested that the government itself was at least partly to blame by refusing to guarantee the loans (as is done in Canada).

Mr. Goff's second salvo was to announce that fees would be increased by roughly a factor of three, and students who could not afford to pay would have to negotiate their own loans (if they could) with the banks. This move was, apparently, at least in part designed to force the students to reconsider their position. However, the students claim that the shelving of the loans was a "step in the right direction," and that the threatened fee levels would bring the situation into sharper public focus.

The situation is now, at best, confused, and, of course, particularly difficult for students entering University this fall. One can only wonder bemusedly at the governments' adamancy, and sympathise with the students who are suffering as a result.

## Lobbying chronicle:

The summer months were a very active period in the lobbying area. Highlights of key lobbying activities are described below. The list is not comprehensive - more routine activities, such as responses to requests for information or CAUT's position on policy matters are not included.

### MAY:

CAUT was asked to appear before the House of Commons Standing Committee on Aboriginal Affairs concerning changes to departmental policy governing financing for women and men of native ancestry. A detailed brief was submitted to the Committee.

### JUNE:

CAUT testified before the House of Commons legislative committee on proposed legislation concerning Bill C-3, an act to create the Department of Industry, Science and Technology. CAUT's position was forwarded in July to the Senate committee dealing

with the proposed legislation.

A response to a draft statement from Canada Employment and Immigration concerning the Chapter 15 of the Free Trade Agreement was forwarded.

Various activities were undertaken following the Tianamen Square massacre in Beijing - letters were forwarded to the Departments of External Affairs and Employment and Immigration Canada.

CAUT participated in a one-day consultation sponsored by the Secretary of State concerning international students.

Meetings were held with representatives of the Canadian Federation of Students and the Economic Council of Canada.

### JULY:

As this will have a significant effect on research and scholarship journals, various activities were undertaken with respect to the federal govern-

ment's announcement that the Publication Distribution Assistance Program would be reduced dramatically.

Letters were sent to the Minister of Finance, concerning changes to legislation regarding pensions and to the Minister of Communications advising of the urgent need to enact phase two of the copyright legislation.

CAUT Agreed to participate in a round-table session to be held in September on accessibility sponsored by the Council of Ministers of Education in Canada.

A detailed response was prepared to the second draft statement about the Free Trade Agreement provided by Canada Employment and Immigration.

Following CAUT's correspondence with Statistics Canada, a joint meeting with representatives of AUCC and CAUT was sponsored by

Statistics Canada concerning "part-time" university teachers. Agreement about activities to be undertaken by all three participants was reached, and another meeting is scheduled for September.

CAUT participated in a meeting requested by Canada Employment and Immigration concerning a review of exemptions to the department's "Canadians-first" hiring policy.

### AUGUST:

A meeting of CAUT representatives with presidents and staff for the Medical Research Council, the Natural Sciences and Engineering Research Council and the Social Sciences and Humanities Research Council to be held in September was confirmed.

Following his address on August 25 to the Progressive Conservative Convention, a letter was sent to the Prime Minister.



# To the Editor

## Salary Analysis

While the article by Schrank (C.A.U.T. Bulletin, Feb. 1989:5) was of value in showing how multiple regression analysis could be employed in the evaluation of salary discrepancies by gender in universities, I wouldn't like to have to defend his methodology in court. In addition, there is a problem that the study might become part of the "accepted doctrine" and quoted with enthusiasm by the ideologically committed.

The big problem I have is with the variable YRS (years since first degree). Its use is the only attempt to quantify differences in university experience, or years of service in a capacity as a full-time academic. Indeed, finding any such variable that will cover all contingencies is a problem, but this operationalization is probably the least effective.

One has to be reassured that there is no difference in the pattern of full-time versus part-time studies at the graduate level that is associated with gender. Those who spend the least amount of time between graduation with a Bachelors degree and completion of the Doctorate will show up with a diminished value of YRS, while those who took a longer time for completion would have a higher value. Either way, the accuracy of the YRS variable in indirectly predicting years of service would be subject to error, as both include years before employment.

Changing the variable to take into account the number of years since attainment of the doctorate might be a somewhat better alternative, but some faculty members might spend years as full-time academics before completing the Ph.D. (and receiving higher salaries consistent with the attainment of the Doctorate in the meantime). Years of service would be underestimated "and have an impact", especially if such a career pattern is more associated with males. In addition, it is important to know if men or women spend more time at the "all-but-dissertation" phase before or after finding an academic position.

The blunt choice of asking for "years of university full-time service" might seem better, but many academics have interrupted careers when leaves of absence are taken for research purposes, medical, or maternity reasons. Any leave of absence, even a sabbatical, has the effect of diminishing one's expected lifetime earnings as an academic relative to one's peers who have had minimal call for leaves of absence.

A further problem related to the use of "years of full-time service" could be the effect deriving from the economic situation since one was first employed. Those who were full-time faculty during the years of high inflation may end up having a financial advantage over those first employed in times of fiscal restraint. Admittedly, the base salaries for each rank increased with inflation,

but the percentage adjustments also applied to Career Development Indices and Merit payments. The big jumps in remuneration enjoyed by one group in the early part of their career might not be matched by the others.

Even the request that a faculty member reveal age can meet with lack of cooperation, and even then, this variable is of questionable utility.

There are other objections, and I am left with the problem of making some sort of recommendation that those concerned with the possibility of gender differentiated salaries can accept.

There is always the "missing date" solution. First develop a conception of a "model career path" and statistically treat only those who fit that definition. Such people would typically include only those who applied for appointment with a completed Doctorate in hand and who had a university career unbroken by any dislocations with the exception of normal, cyclical one year sabbatical leaves.

Academics in disciplines which do not have the Doctorate as a terminal degree, such as many Faculties of Business Administration, Dentistry, Fine Arts, Law and Medicine would have to be coded out as would some senior faculty who attained positions before the Doctorate was crucial for employment. In addition, those with atypical career paths would be coded out of the main analysis. Of course, all such groups would be analyzed separately if preferred. The variable, "years of full time service" could then be employed with some confidence that the variable most important in the comparison of salaries was applied to the multiple regression analysis.

Many would be unhappy about the rigid employment of a "model career path" concept to restrict those whose data was to be included in the study. There would be many sets of data which would have to be excluded. But if a large enough sample was employed, and the YRS variable was modified in the manner proposed, many more people could then accept the results, and could use them with greater confidence in court or during salary negotiations prefaced upon a desire to redress economic grievances.

Brian M. Petrie, Ph.D.  
Associate Professor  
Dept. of Sociology and  
Anthropology  
Concordia University

## Research Ethics

Re: Letter from M. Macleod, CAUT Bulletin, June, 1989

In his letter entitled "Research Ethics" in the June, 1989, edition of the CAUT Bulletin, Malcolm Macleod suggests that the Introductory Psychology Subject Pool in place at the University of Western Ontario "seriously conflicts with the important ethical principal of consent freely given after full informa-

tion". This very serious accusation apparently rests solely on information that Macleod obtained from a brief quotation in an article in a newspaper. In fact, those of us in the Department of Psychology have gone to great lengths to ensure that procedures used in the Subject Pool protect the rights of participants. We also sincerely believe that participation as subjects is an important educational experience for students in our introductory courses, although it also undeniably serves as a resource for research by our faculty members.

One of the goals of our introductory psychology courses is to provide students with a real understanding and appreciation of the empirical basis of the science. Towards this end, we require that students either participate in research or write brief critiques of original scholarly articles. All research that students choose to participate in receives the same formal ethical review required of all studies involving human subjects. In addition, several additional requirements are placed on researchers. Even before indicating their interest in serving as a subject in a particular study, students are provided with information regarding the nature of the research, time commitments, etc. More detailed information is provided and the student is given every opportunity to ask any questions that s/he might have prior to taking part. At this point, or at any point thereafter, the student may decline to participate and yet receive the same course credit as would be earned had s/he completed the study. Immediately after serving as a subject, (or whenever they choose to end their participation), each student is given a detailed verbal and written explanation of the rationale, objectives, and design of the study, including a list of references that they might choose to pursue on their own. In this manner, we have designed the experience so that students are given a unique educational insight into the empirical basis of the discipline.

Our conviction that the experience is beneficial to the student participant is confirmed by systematic analyses of the procedure. For example, a study carried out in 1987 revealed that 97% of students did not feel that they were "forced to participate". Ninety-four percent felt that it was "appropriate for university students to participate". We have never received a single written complaint from a student regarding participation in the Subject Pool, but have received spontaneous written praise of the experience. Psychology is an empirically based science and one of the prime goals of our undergraduate program is the education of our students in empirical methodology. We have found the Subject Pool to be of particular assistance in our attempts to achieve this goal.

In summary, we have explicitly designed the procedures associated with our Subject Pool to maximize educa-

tional value, to respect the principle of informed consent, and to minimize the potential of perceived coercion. Moreover, we believe that our commitment to our students will best be served if we are always publicly accountable. Thus we feel that a willingness, as Macleod puts it, "to actually discuss (the Subject Pool) in public" is essential. This willingness most certainly does not reflect, as he suggests, that we have a callous disregard for research ethics - quite the contrary.

Greg Moran  
Chairperson  
Faculty of Social Science  
Department of Psychology  
The University of Western  
Ontario

## Science Literacy

I have been considering the state of the world in terms of its environmental, fiscal, and literacy statistics. Clearly major changes to attitudes and public institutions at all levels are required if we are to cope with many of the urgent problems we face. My concern stems from the disturbingly low science literacy rates contrasted against the requirements for greater science efforts in research and development in view of our increasingly technological society, international competition and the threat to our living standards of global environmental changes and high deficits. I believe it would be useful to share these concerns and my proposals with your readers.

Society's future will be critically dependent on certain groups who at present have as a rule poor science backgrounds - lawyers, teachers, businessmen. Lawyers and businessmen control the economy and legal structure to a large extent, and dominate the political structure. Teachers shape the population. The public at large must be willing to accept whatever changes the future holds in order to allow politicians to act, and in order to modify their consumer demands to realistic levels. Especially in the lower grades, science anxieties appear to be common in the teaching community. Such anxieties, coupled with those in the home, are passed on to children. The situation might be thought to be improving with the excellent science fairs, nature programs on television, and the large amount of children's science literature available. However, the same small proportion of the population appear to be taking advantage of these facilities, a proportion which correlates with the level of post-secondary education achieved. Statistics based on intensive polls seem to indicate that the proportion of scientifically literate people in the public (about 5%) is actually dropping following a post-Sputnik high. Consider also that the relative increase in business, accounting and legal jobs in industry and government is drawing



# Val Morin 1989 — la conférence de négociation collective

Une fois de plus, la conférence sur la négociation collective tenue pendant quatre jours en juin dernier, à l'Auberge Far Hills de Val Morin, au Québec, a remporté un vif succès. Parrainée et organisée par la Coopérative de négociation collective de l'ACPU, la conférence a attiré un échantillon de quarante-sept professeurs des universités de l'ouest et de l'est, de Simon Fraser à l'Université Memorial. Les délégués ont été initiés et formés à l'art des négociations collectives.

Le coordonnateur, Ernest R. Zimmermann (Lakehead), a donné le coup d'envoi de la conférence le samedi soir 17 juin en souhaitant brièvement la bienvenue aux délégués. Michel Campbell, président de la FAPUQ, et Pam Smith, présidente de l'ACPU, ont également souhaité un bon séjour aux délégués.

Au début de la matinée, dimanche, Margaret O'Brien, professeure à l'Université Mount St. Vincent, a débuté la séance de travail en faisant le compte rendu des récentes négociations de son association et la réussite de la grève à l'université. Lors des séances subséquentes, les délégués se sont exercés non seulement à rédiger des clauses de con-

ventions et à améliorer leur habileté orale de négociation, mais ils ont aussi appris comment s'occuper des griefs des membres et comment les régler. Répartis en petites équipes représentant soit des associations de professeurs, soit des conseils d'administration, les délégués ont simulé les processus de conciliation, de médiation puis de règlement. Des négociateurs d'expérience ont évalué le rendement de chaque équipe en détermi-

nant celles qui avaient obtenu les meilleures conditions de travail et comment elles avaient mis en pratique les compétences nouvellement acquises. Les gagnants ont reçu des maillots spécialement conçus à cet effet et qui sont immédiatement devenus très en vogue.

Outre les exercices de simulation, qu'ont animés Hélène Bibault, agente de négociation de la Coopérative de négociation collective de l'ACPU, et Howard Snow, de l'ACPU, différents conférenciers ont pris brièvement la parole sur des thèmes reliés à la négociation collective, notamment, les femmes et l'égalité salariale, la position des bibliothécaires dans les négociations, la liberté universitaire et la liberté d'enseignement, la préparation à la grève et les gains, et les derniers mais

non les moindres, les salaires et les pensions. Chaque allocution était suivie d'une période de discussions. Les deux derniers thèmes, présentés avec humour et ferveur par Bob Rodgers, premier président de la Coop, et Ian McDonald, président du comité des salaires de l'UAPUO, ont suscité, bien entendu, une discussion prolongée des plus animées. Rick McGaw (UNB) et Bruce Curtis (agent, Calgary) ont monté une émission de radio de lignes ouvertes divertissante mais instructive qui a donné l'occasion à plusieurs participants de composer avec un interviewer inamical. Bien que la conférence se soit déroulée principalement en anglais, les francophones ont pu aussi participer à une mise en situation en français.

La conférence a pris fin le mercredi 21 juin à midi après que les délégués ont rempli le questionnaire d'évaluation de la conférence et après que Ted Humphreys, le nouveau président de la Coopérative de négociation collective de l'ACPU, les a salués leur exprimant l'espoir que ces quatre journées d'apprentissage du processus de négociation collective profitent à toutes les associations locales lors de leur négociation.

Soixante-dix pour cent des délégués

ont remis leur évaluation et la grande majorité d'entre eux (95 %) ont estimé que la conférence sur la négociation collective avait été très réussie. On a fait beaucoup de commentaires flatteurs sur les charmes de l'Auberge Far Hills et ses environs ainsi que sur l'excellence de sa table. Bien entendu, les diverses conférences et les exercices variés ont suscité des opinions divergentes, mais la grande majorité (85 % des évaluations retournées) ont noté de "bons à excellents" les exercices. On a critiqué "l'isolement" de l'Auberge Far Hills, le manque d'activités sociales organisées, certains conférenciers, les thèmes et les présentations ainsi que l'absence d'équipement audio-visuel. Au moins un délégué a déclaré qu'on avait trop insisté sur la syndicalisation, les moyens de pression et la négociation collective.

La réussite de la conférence de cette année est le fruit du travail du comité organisateur composé de Paul Dussault, Jennie Hornosty, Ann Robinson et Ernest R. Zimmermann. La Coopérative invite fortement tous les délégués à retourner leur évaluation qui aidera à organiser encore mieux (et même avec perfection!) les conférences futures.

## To The Editor

continued from page 8

more and more of the university student population away from science and engineering. I am unaware of the actual statistics for this last statement, which is based on hearsay and personal observation.

First, I pose the question of whether it is feasible to enhance the role of science, with an environmental ethic attached, in the education of our future teachers, businessmen and lawyers, groups who will be particularly important in coming years. Clearly major changes in the curricula of the universities would be required, involving the establishment of compulsory general science courses. As far as our future teachers are concerned, overcoming science anxieties which can be passed on to the next generation, is a primary goal, that will require greater hands-on exposure to science. A new sort of 'general science' professor may be required, and the evaluation procedures for these professors could not be based on research output. Similarly, encouraging working scientists to become more public is essential to breaking down barriers and enhancing the public image of science and scientists. Modification of the evaluation procedures for scientists, away from one overwhelmingly concerned with publication of research results, would be required in order to encourage their public participation.

Second, children in the school systems urgently require greater exposure to actual working scientists. Even the best science teacher, and there are many that are excellent, cannot substitute for a working scientist in terms of bringing science and scientists to life for the stu-

dent and overcoming whatever negative attitudes may be present. Therefore, organizations with scientists on staff should encourage community involvement on the part of their scientists by modifying their evaluation mechanisms, and school boards should make greater efforts at high levels to encourage the use of local scientific community resources.

Third, following highly successful and stimulating conferences in Ottawa and Calgary to bring scientists and communications media together for reasons mentioned above, an informal local 'Science Network' is being established in the Calgary area. A central clearing house for local science stories hopefully will provide better access for scientists to bring their work before the public, and the 'Network' serves as a mechanism for scientists, educators and the media to meet regularly and air their feelings and needs. I wonder if other centres have such get-togethers regularly and how they are working out.

T.P. Poulton  
Calgary, Alta.

## Native Indian

I wish to draw attention to a serious error in Peter King's "President's Message" in the June issue. He states that prior to 1987 the department of Indian affairs provided funds for all qualified Native and Indian students wishing to attend university or college. This is not true. It repeats a commonly held misconception that all "Native" people are provided benefits by that department. In fact, "Indian" people who are not caught by the government's own legislated definition in the *Indian Act* and Métis people, are not included

in any of the programs made available to "status Indian" people.

In using the expression "Native and Indian", Mr. King takes unwarranted liberties with the English language. Presumably "Native" is synonymous with "Aboriginal", and it is common knowledge that even the Constitution recognizes the Indian, Inuit and Métis peoples as Aboriginal peoples of Canada. Indian people are, then, Native people, but not all Native people are "Indian" (a non-Aboriginal word which promotes confusion). My assumption about Mr. King's intended meaning relies on the disjunctive sense of "and" in his chosen expression.

On a happier note, the decision by the CAUT executive to condemn the government's myopic, mean, and unjust policies respecting education are laudable.

Paul L.A.H. Chartrand  
Dept. of Native Studies  
University of Manitoba

## Professor King Replies

Professor Chartrand is correct in the distinction he draws between the terms Indian and Native. The inaccuracy was in my writing rather than my perception of the facts, but I should have been more careful. My intention in referring to federal government support for Indian post-secondary education prior to 1987 was, however, intended neither to laud the government nor to suggest that it was thereby meeting its obligations (as I and CAUT see them) to make post-secondary education accessible to all qualified Canadians. Rather, it was to draw the contrast between that situation and what has happened since 1987 when the cap was first introduced.

the happy position of having "virtually

CAUT continues to lobby hard on this matter. As is reported more fully elsewhere in this issue, we were the only Association from the tertiary sector to make a submission to the Parliamentary Committee on Aboriginal Affairs when it considered this matter in July of this year.

## Freedom of Expression

I got a kick out Marvin Glass's letter on the freedom of expression question in the May issue. What blinding logic he displays in his view which can be summed up (almost in his own words) by: "Since the greatest threat to the liberty of the Left is the freedom of the Right to express their ideology then silencing them will increase the probability of freedom for the proliferation of Left ideology." Absolutely impeccable and directly in line with the thinking of many leftist political intellectuals since Rousseau (see Paul Johnson, *Intellectuals* (London, 1988)). I also enjoyed his comparison of East and West Germany with the former portrayed as being in the happy position of having "virtually eliminated racism" while, sadly, the latter suffers from "periodic resurgences of neo-Nazism". It is to be feared that West Germany is just not ever going to be as good as East Germany at suppressing nasty views. Thank God for the Wall, eh?

Personally I would have no qualms about silencing the views of Keesstra and the neo-Nazis, no more than I would about eliminating the totalitarian propaganda of the loony Left.

Gordon W. MacLennan,  
Dept. of Modern Languages and  
Literatures,  
University of Ottawa.



# Publication Costs and University Policy

Thomy Nilsson and Ann-Marie McInnis  
Psychology Department  
University of Prince Edward Island

Should the University expect faculty members to personally pay for printing the diplomas of the students that they have taught? Most people would consider that an absurd question. To do so would penalize those who taught more students. Yet most universities do expect their faculty to be responsible for the cost of publishing their research, which is as much a part of their job as teaching.

A number of scholarly journals have publication fees that they expect to be honored by the researcher's institution. We are acquainted with this policy for all journals of the American Institute of Physics and for a number of psychology journals including *The American Journal of Psychology* and *Perceptual and Motor Skills*. Comments of colleagues in Biology and Veterinary medicine, indicate that publication fees are widespread.

Evidently, the intent is to make subscriptions more reasonable by having all beneficiaries share the publishing costs. Publishers do not expect institutions to comply simply on the basis of altruism. Since publications represent the single greatest factor in the reputation of an institution, it seems appropriate for the institution to contribute to the publishing process. For some institutions, publications also prove profitable in terms of products, patents, and industrial patronage. Some may question the appropriateness of institutional publication fees for most university research, which has no immediate commercial value. Yet the need for a distinction becomes less clear if a parallel is drawn between a commercial institution's mandate to be profitable and a university's mandate to disseminate knowledge.

Some journals state they will consider waiving the publication fee when it cannot be honored by the institution, but the American Institute of Physics, for example, also states that this will delay publication. Considering the enormous personal effort that has gone into most projects by the time a report is written, researchers are understandably loath to jeopardize or delay publication. One of us first encountered this problem some years ago at the University of Alberta and asked a colleague in physics what they did. It was truly disappointing to discover that many of their faculty did submit their work to certain top rated journals because it was too expensive!

Nor are journal fees the only costs to be faced in publishing research. The professional quality graphics work that is expected by most journals is often beyond the skills or available time of most faculty members. Generally such work is done by technicians either within or outside of the university. The full cost of such work can easily amount to several hundred dollars per figure. When such work is not provided as a service by the university, these costs also become the responsibility of the faculty

member.

Compared to the above, the ordering of reprints for direct distribution to colleagues may be the least costly aspect of publishing, but certainly not negligible. Some researchers evidently resort to an alternate solution. They duplicate their own reprints locally. Though this is more expensive in the long run and the quality may suffer, it does postpone this cost and sometimes passes it on to the university.

Many researchers use their research grants to meet the various publication costs. With journal fees often running to \$100 per page, even a modest paper with two figures can cost \$1000. This can be a significant burden on grant funds, which may be exhausted by the time a project is completed. When the university doesn't pay the full cost, and grant funds run out, the faculty member is stuck for the balance.

In 1986-87, to prepare recommendations for a policy on these matters, the Faculty Association of the University of Prince Edward Island conducted a survey of other universities to learn their policies on honoring publication fees. A questionnaire<sup>1</sup> was sent to faculty associations at 46 universities across Canada. Twenty-seven universities responded to the questionnaire. Of these, only 11% had an actual policy on publication fees. Nevertheless, slightly more than half (52%) indicated that publication fees were assisted to some degree. Many (42%) replied that researchers were expected to use their grant funds for such costs. The following summarizes other findings from the questionnaire:

—Only 11% of the respondents felt that their university's present practice on honoring publication fees had a positive effect on its reputation, and 15% felt it had a negative effect. Forty-eight percent reported that their university's practice or lack of practice on this matter had no effect on academic reputation.

—There was a direct relationship between a university's practice on honoring publication fees and how that practice was perceived to affect academic reputation. Those universities which perceived a positive effect on academic reputation also had more assistance provided than those which perceived a negative effect.

—Among those universities which did not provide any assistance for publication fees, 54% did not answer the question of how this affected their reputation. Thirty-eight percent felt it had no effect on academic reputation, and 7% (one university) reported a negative effect.

—Five universities honored all publication fees. Two universities assisted about 50% of their fees; and one estimated 10%. At another university the portion of fees that were assisted varied from 0% to 100% depending on the department. Respondents at 5 universities which provided assistance did not reply or acknowledge that they did not know how much of their total publication fees were assisted. The re-

maining 13 universities provided no assistance at all.

—The amount of assistance per publication varied considerably. As noted above, 5 universities honored all publication fees, but 3 of these limited the amount per publication to an average of \$400. Four assisting universities did not answer this question. At 1 university the amount varied depending on the department. At the remaining 4 assisting universities the average amount was "20% or \$200" per publication.

—There was no specific limit to the amount of assistance available to each faculty member per year at 4 universities. At those universities which specified a limit, the average was "2 1/2 publications or \$250" per faculty member per year. Five of the 14 assisting universities did not answer this question. However, comments indicated that the total amount of assistance allotted per year often depended more on the availability of funds than on some limit to the dollar amount or to the number of eligible publications.

—Where assistance was provided, full time faculty were always eligible. Half of these universities also provided assistance to part-time and temporary faculty; 36% to academic staff; 21% to technical staff; and 29% to post-doctoral fellows and graduate students. Undergraduate students, who presumably would have no access to grant funds except through a faculty member, were eligible for assistance at only 2 universities.

—Where assistance was provided, it was always available at 29% of these universities. A first-come-first-served basis operated at 36%. Need was a determining factor at 29%. Only one university considered the rank or reputation of the researcher. Three universities (21%) were unable to specify how the assistance was provided.

—Of those universities where publication fees were assisted, 36% did not stipulate what types of publication costs were covered. Twenty-nine percent stipulated that the journal must be refereed, and another 29% indicated that page fees but not reprints would be assisted. One (6%) indicated that no assistance was given for any special fees such as figures, photos, or alterations.

—At those universities which provided assistance, the decisions were most often made by a faculty dean (19%) or a university committee (12%). Fully 38% of these responders did not know how the decisions were made.

—There was no assistance available for graphics work at 23% of the universities. At 33% of the universities graphics technicians were available, but their time and materials had to be paid for by the faculty member.

Universities produce two tangible products for society: students with diplomas, and scholarly publications. While there is substantial administrative commitment to ensure that degrees are duly imparted, provision to ensure publication of scholarly work was totally lacking at nearly half of the respon-

ding Canadian universities. Even at those universities which did assist publishing costs, the assistance was frequently haphazard. At 28% of these universities it was not known how much money was available; at 36% it was not known who decided these matters and what types of publication costs were assisted; and at 38% the assistance was first come, first served. Altogether, only one university in ten appears to have any formal policy regarding publication costs. Why are publications so neglected?

We have listened to more than one president address the public on the state of the university. In spite of overcrowded classrooms, understaffed departments, obsolete laboratories, and library acquisitions being decimated - the message to the public again and again was only that "continued cutbacks in our funding are threatening to compromise the quality of education at this institution." There appears to be a reluctance on the part of at least some universities to admit the possibility that present fiscal practices have already compromised the ability to fulfill their mandate.

A similar reluctance to face reality appears to exist with respect to publications. At those universities which provided no assistance for the costs of publishing, 38% reported that this had no effect on their academic reputation. Only one of these universities acknowledged a negative effect. However, more than half of the universities without publication assistance did not answer the question on how this affected their reputation.

A tendency to overlook this problem is aided and abetted by a powerful factor. The individual faculty member's professional attitude towards his or her work hardly permits avoiding publication even if it presents a financial strain. We suspect that many faculty members meet the costs of publishing out of their own pocket when institutional or grant funds are insufficient. Since the research usually gets published one way or another when universities don't honor publication costs, the problem continues to be ignored.

The questionnaire indicated that universities stand to benefit by providing more assistance with publication costs. More assistance was clearly related to a positive influence on their reputation. Indeed, full assistance and a readiness to facilitate in every way the publication of knowledge would appear to be only consistent with the university mandate. While provisions for such costs certainly do not constitute a salary or economic benefit, faculty associations may have more influence in pressing for such reforms than individual members.

1. Copies of the questionnaire can be obtained from Prof. Nilsson.



# Gender issues comment

by Jennifer Mather  
Assistant Professor of Psychology  
and Chair, ULFA Gender Issues  
Committee

For a year now officially I have been a women's rights' activist, since I'm the Chair of our Faculty Association's Gender Issues Committee. At the 1988 CAUT Status of Women Conference in Vancouver I heard a view expressed explicitly a few times which was also behind much of the dialogue at the conference. It was that men have given us the problem, and thus cannot be part of the solution. I disagree completely with this view, and the following explains why.

First I must attach a caveat. I have found women in the university system to be both capable and vital. When I was a graduate student, I found my male cohorts to be "following form" and my female friends to be far more interesting. They were breaking from the bounds of what society expected of them, reaching out for new roles, challenging ideas, coming to terms with the important balance between family obligations and professional commitments. When I came to this university I also reached out to female colleagues (in other departments, since I'm the only woman in mine). Again, I've found women active in social issues, advocates of Women's Studies as an alternative point of view on our society, balancing the fine line between family and profession, and/or committed to simply doing the work and being the best possible scholar they can be.

Still, what sticks in my mind is the

number of men who also work for "women's issues". Women are a small minority of faculty here, but our number is augmented by those men who stand beside us.

It's only fair that I first mention my husband of nearly 25 years. People talk of marriages as ideally a partnership, but ours has been so in a practical sense. It's not just that I do the cooking and he cleans the dishes! Ten years ago he attained his career goal while I was working towards mine. He's seen no reason that I should not do the same, and has followed me here so I could become the scholar and teacher I always wanted to be while he "tries other things".

The second influence on my activism was the man who was President of the Faculty Association last year. He moved the group of people interested in "women's issues" from an informal monthly meeting at lunchtime to a formal committee of the Faculty Association. Without this we would be a muted voice, unable to make an impact on university politics. I suspect that now, as we debate in the Faculty Association Executive meetings, he'd prefer my voice was a little more muted - but there's no going back; he pushed the genie out of the bottle.

The result of our careful balance of men and women on the Gender Issues Committee has been my opportunity to work with two women and three men who believe in the mutual equality and good will of both sexes. I expected my female colleagues to work for women - and perhaps that's unfair, they have

enough work doing the regular teaching/research/service job. But my male colleagues have worked equally hard for fairness and equity.

One of the male committee members sees this belief as simply an outgrowth of his left-wing philosophy. Of course men and women are equal! It only surprises him that all of us who share this commitment to equality don't also share his political beliefs, though lately he's talking about us finding a "tame conservative", so perhaps he's separating the two a little more.

A second male committee member could be described as a youthful idealist. He's only able to measure people's worth by their intellect, since to him gender just doesn't matter. He has been working for several years on "cleaning up" the language he uses while teaching so it will be completely non-sexist. Of course, as he says, language shapes us all, and he's given me instances and examples to use in my classes. He's the only person I know who comments on being embarrassed when he uses a gender stereotyped term in class. It's one of the few things that can bring his discourse to a temporary halt!

A third male committee member could be described as from the "school of hard knocks". He has seen all our discriminatory ways, has even taught in that manner, but now from simple justice has taken a more even view. Working on the committee follows naturally from his efforts on teaching a course on Men and Women in his discipline, and in helping prepare a policy on the use of Inclusive Language

to minimize discrimination on the basis of race, religion, national origin, and handicap, as well as gender. It's sad to hear him say that people ask: "What's in it for you?" What's in it but simple justice?

The President of the Faculty Association, who inherited this thorny, opinionated committee, has been our unwavering supporter. He's attended committee meetings, listened to the female members describe how the route for us seems to have a steeper uphill grade, heard our pleas for Day Care and Pay Equity, participated in the discussions of the multifaceted issue of Sexual Harassment. He has commented on how he's learned from us, how he wants to use these ideas to make a better university, and, along with other members of the committee, has used our positions and arguments to persuade the administration.

The senior administrators, also overwhelmingly male, have swung their support behind us this year. As a result of the cooperation, we have a policy of Inclusive Language (finally I have the right to say I'm not a "he"), and three of our Faculties have passed a motion supporting Affirmative Action. We still have contentious issues, but we, all of us, are getting there.

Thus, what I have learned from my female and male colleagues this year is the opposite of what I heard at the conference. There is no "them" and "us". Together we have all been, on purpose or inadvertently, the problem. Together we must be and will be the solution.

## Bibliothécaires Suite de la page 6

direction, des questions économiques comme les régimes de retraite, les avantages sociaux et les traitements ainsi que des questions d'actualité comme le droit d'auteur, la cession-bail et la confidentialité des dossiers. Cette liste n'est pas exhaustive et il est possible d'ajouter d'autres thèmes. Le comité mettra la dernière main au programme dans les prochains mois et il accepte volontiers vos commentaires. Si vous avez des suggestions, veuillez les communiquer à Robert Moore (ACPU) ou à Eileen Goltz, Laurentian University Library, Ramsey Lake Road, Sudbury, (Ontario) P3E 2C6.

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## CONGÉ DE RECHERCHE POUR LES BIBLIOTHÉCAIRES — UNE QUESTION BRÛLANTE

Depuis quelques années, les bibliothécaires trouvent de plus en plus nécessaires de participer à une certaine forme de recherche pour demeurer informés sur ce qui se passe en bibliothéconomie, en informatique ou dans des domaines connexes. Cependant, la plupart des bibliothécaires ne dispose pas d'une période assignée pendant l'année où ils pourraient se consacrer à des projets de recherche.

D'ailleurs, peu de demandes de congé de la part des bibliothécaires à des fins de recherche sont acceptées. Même les bibliothécaires protégés par une convention collective dans laquelle on semble permettre des congés à des fins de recherche voient leur demande refusées, bien souvent de façon arbitraire et pour aucune raison évidente. Les vacances constituent les seuls congés de recherche dont disposent la plupart des bibliothécaires! Il y a donc peu de bibliothécaires qui peuvent se lancer dans des projets de recherche significatifs. Les vacances procurent rarement des moments où il est possible de faire plus que de se reposer en vue de la prochaine année universitaire. Comme tout le monde, les bibliothécaires, pendant leurs vacances, ont des engagements envers leurs amis et leur famille.

Les administrateurs de bibliothèque sont enclins à refuser des demandes de congés à des fins de recherche sans réellement s'attarder aux conséquences de leur refus. Ce ne sont pas tous les bibliothécaires qui veulent faire de la recherche et publier. Ceux qui le veulent sont ceux qui demandent des congés. Ils ont un projet de recherche en main et un échéancier en tête. Aucun bibliothécaire ne veut poursuivre sans cesse le même projet.

Les administrateurs devraient réfléchir à la fierté qui rejaillira sur eux lorsque l'un ou l'une de "leurs bibliothécaires" aura publié. Ces administrateurs sont considérés comme des personnes éclairées à cause de l'attitude positive qu'elles ont adoptée. Ils ont encouragé un ou une collègue à s'accomplir au lieu de se montrer négatifs et de le ou de la décourager. Les bibliothécaires qui ont à maintes reprises et sans succès demandé des congés de recherche sauront apprécier une attitude positive chez les administrateurs envers la recherche effectuée par les bibliothécaires.

Il a été prouvé que le service d'une bibliothèque profite des recherches effectuées par les bibliothécaires. De plus, les bibliothécaires qui font des recherches et publient deviennent une

ressource précieuse pour la bibliothèque de l'université. Ces bibliothécaires ont acquis de nouvelles connaissances ou ont augmenté celles qu'ils possédaient déjà. Ils ont eu le plaisir de partager leurs conclusions de recherche avec d'autres, souvent avec les collègues qui ont choisi de ne pas faire de recherche. Il y a donc plus de personnes qui en profitent que le ou la bibliothécaire-chercheur(e). Nous, en tant que bibliothécaires, nous n'insistons pas pour que tous les bibliothécaires effectuent de la recherche ou publient. Nous nous demandons, alors, pourquoi certains administrateurs refusent à des bibliothécaires intéressés l'occasion d'effectuer de la recherche. C'est également à eux-mêmes et à leur établissement d'enseignement qu'ils refusent la chance d'augmenter le bagage d'information dont dépendent tous les bibliothécaires.

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# Book Review

Erick Nielsen, *The House is not a Home*, Macmillan, 278 pages, \$27.95.

This is a nasty, self-righteous, and somewhat ridiculous book. Despite being billed as the inside story, it does not tell us much about the politics of the last twenty years that we do not already know, despite Mr. Nielsen's position as Deputy Prime Minister and his influential role in the Clark and Mulroney governments.

Throughout Mr. Nielsen portrays himself as the righteous crusader against patronage and politics as usual but omits to note that he demanded and received one of the cushiest patronage jobs when he left the House of Commons. He forgets to tell us that when he was advising his mistress to have an abortion, he was telling the House of Commons that he was in principle opposed to abortion. He claims to be astonished that his mudslinging against the ministers of the Pearson government should have led to a trail of vendetta in the House of Commons. In this latter case he notes, for instance, that Rene Tremblay, then Minister of Immigration, did nothing wrong, but blames the Minister's resignation on the ethical myopia of the Liberals who required the resignation, not on the attackers. However, Rivard led inexorably to the attacks on Lamontagne and Tremblay and from there to the Munsinger affair. Throughout the book he intones on the subject of his loyalty to the Conservative

party and to its leaders, all the while driving a spike into the reputation of Brian Mulroney.

The only real candour in the book is the admission that he had an affair and required his mistress to have an abortion. The second time she became pregnant, she refused to have another abortion. Mr. Nielsen terminated the arrangement and paid child support after being served with court documents. Then comes this catty statement in the book: "I did not and do not take any refuge in the possibility that the child might not be mine." It appears that Mr. Nielsen has refused to have any contact with his son for the sixteen years since his birth.

Marjorie Nichols has noted that in the instances where Mr. Nielsen attempts to rewrite history to inflate his importance, there are few dates and fewer references. Most of the witnesses are conveniently dead. This is true, for instance, of his claim that Diefenbaker had decided to resign in 1966 after discussions involving Mr. Nielsen and others and that, at various times, influential Conservatives pressed him to run for the leadership of the party.

There are, however, two moments in Mr. Nielsen's career which directly impinge on the interests of the CAUT. The first of these was the Program Review Task Force and the second was policy concerning social services for native Canadians. The two, in fact, intersected

because the Task Force had strong views about native policy and tried to discover some views about universities and about research. Brian Mulroney appointed Mr. Nielsen in 1984 to head the Task Force; inevitably it became known as the Nielsen Task Force. Its job was to review all government programs. Mr. Nielsen claims that the purpose was not simply cost-cutting but to make the programs run more efficiently. This was not the experience of CAUT which was involved because the Task Force spun off sub-committees including one to review research and University funding. The function was made clear by the business representative on the university sub-committee whose only interest was to slash the funds. Fortunately the universities were represented by that friendly Machiavelli, Father Guindon, the former rector of the University of Ottawa. CAUT did a good deal of the research that the committee was not prepared to do. The result was a fortunate stalemate. Nothing happened.

But native social services were another matter. Mr. Nielsen was, after all, the member for the Yukon, and 25% of the population of his constituency were Indians and Metis. This is really the only area of government policy which Mr. Nielsen discusses in any detail in the book. He was appalled by the squalor and poverty of the native communities and by the de facto urban segregation policy of the federal government. He

fought to ensure voting rights for northern natives which had been routinely denied in practice. He thought there should be better housing, education and governmental services for the native population. Inadvertently, however, he portrays himself as a kind of great white father, flying his own plane around the Yukon and dropping in for chats with the chiefs. It paid off in political support, but Mr. Nielsen is clearly puzzled that this style of native politics no longer works and that the native vote has deserted to the NDP. He thinks that the natives have been corrupted by the welfare state.

In some ways it is hard not to sympathize with Mr. Nielsen's dislike of the native affairs bureaucracy and his view that it would be better to scrap the entire structure and give all the money to the native Yukoners directly each year - \$11,812.75 each in 1984/85. But, in fact, Mr. Nielsen really had no idea what to do other than to help balance the budget by cutting services to the native community or to shuffle the responsibility off on to the provinces. The Department of Indian Affairs in fact has been converted to his viewpoint as the running battle over financing native higher education shows all too clearly.

Mr. Nielsen fought bravely in the second World War. But what sort of Canada was he fighting for? The book suggests a pinched and narrow vision.

Donald C. Savage

## Censured Administrations in the U.S.A.

The administrations of the following institutions have been censured by the American Association of University Professors. Further information on these censures can be obtained by writing to them at 1012 Fourteenth Street, N.W., Suite 500, Washington, D.C. 20005. (The bracketed references are to AAUP Bulletin or its publication *Academe*.)

South Dakota State Colleges and Universities under South Dakota Board of Regents (September, 1961, 247-55)	1962
Censure was voted specifically on the South Dakota Board of Regents, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306-13).	
Grove City College (Pennsylvania) (March, 1963, 15-24)	1963
University of the Ozarks (Arkansas) (December, 1963, 352-59)	1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.	
Nebraska State Colleges (December, 1964, 347-54)	1965
Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.	
Amarillo College (Texas) (September, 1967, 292-302)	1968
Frank Phillips College (Texas) (December, 1968, 433-38)	1969
Central State University (Oklahoma) (March, 1969, 66-77)	1969
Southern Arkansas University (March, 1971, 40-49)	1971
Onondaga Community College (New York) (June, 1971, 167-74)	1972
Colorado School of Mines (March, 1973, 73-79)	1973
Rider College (New Jersey) (March, 1973, 93-100)	1973
Camden County College (New Jersey) (September, 1973 356-62)	1974
Virginia Community College System (April, 1975, 30-38)	1975
Concordia Seminary (Missouri) (April, 1975, 49-59)	1975
Houston Baptist University (April, 1975, 60-64)	1975
Murray State University (Kentucky) (December, 1975 322-28)	1976
Blinn College (Texas) (April, 1976, 78-82)	1976
Marquette University (Wisconsin) (April, 1976, 83-94)	1976

University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, 82-87)	1977
State University of New York (August, 1977, 237-60)	1978
University of Detroit (March, 1978, 36-54)	1978
Phillips County Community College (Arkansas) (May, 1978, 93-98)	1978
University of Texas of the Permian Basin (May, 1979, 240-50)	1979
Wingate College (North Carolina) (May, 1979, 251-56)	1979
Olivet College (Michigan) (April, 1980, 140-50)	1980
Nichols College (Massachusetts) (May, 1980, 207-12)	1980
Bridgewater State College (Massachusetts) (April, 1981, 86-95)	1981
Yeshiva University (New York) (August, 1981, 186-95)	1982
Sonoma State University (California) (May-June, 1983, 3-12)	1983
Auburn University (May-June, 1983, 24-32)	1983
American International College (Massachusetts) (May-June, 1983, 42-46)	1983
Illinois College of Optometry (November-December, 1982, 17a-23a)	1984
Metropolitan Community Colleges (Missouri) (March-April, 1984, 23a-32a)	1984
University of Northern Colorado (May-June, 1984, 1a-8a)	1984
Westminster College of Salt Lake City (November-December, 1984, 1a-10a)	1985
Southwestern Adventist College (Texas) (January-February, 1985, 1a-9a)	1985
Temple University (May-June, 1985, 16-27)	1985
Talladega College (Alabama) (May-June, 1986, 6a-14a)	1986
Southern Nazarene University (Oklahoma) (November-December, 1986, 7a-11a)	1987
Morgan State University (Maryland) (May-June, 1987, 23-32)	1987
The Catholic University of Puerto Rico (May-June, 1987, 33-38)	1987
Husson College (Maine) (May-June, 1987, 45-50)	1987
Hillsdale College (Michigan) (May-June, 1988, 29-33)	1988
University of Judaism (California) (May-June, 1988, 34-40)	1988
Clafin College (South Carolina) (May-June, 1988, 41-48)	1988
Maryland Institute, College of Art (May-June, 1988, 49-54)	1988
Southeastern Baptist Theological Seminary (North Carolina) (May-June, 1989, 35-45)	1989
Alabama State University (May-June, 1989a-56)	1989
Concordia Theological Seminary (Indiana) (May-June 1989, 57-67)	1989



# Academic Freedom & Tenure Column

by Alan Andrews, Chair AF & T

In the Annual Report of the Academic Freedom & Tenure Committee for the academic year just ended, passing reference was made to the fact that not all collective agreements and faculty handbooks protect academic freedom as well as they might. One aspect of academic freedom that has caused the AF&T Committee some concern recently has resulted from attempts to interfere with the selection of reading materials for courses for which professors are expected to take responsibility as teachers.

The CAUT Model Clause on Academic Freedom adopted by Council in 1977, deals in a general way with the freedom to teach. "Academic members of the community," it states, "are entitled, regardless of prescribed doctrine to . . . freedom of teaching and of discussion." Collective agreements have often adopted these or similar general words, and it is sometimes thought that no more is needed. However, some universities in Canada have addressed the particular issue of didactic materials in somewhat more detail.

At the Memorial University of Newfoundland in 1983, following a difficult grievance (which was resolved with the assistance of the AF&T Committee), the Senate established an Ad Hoc Committee on the Question of Selection of Text-

books in the Context of Academic Freedom. The Report was thorough and conducted a review of the literature, with the assistance of CAUT, as well as a survey of faculty opinion at Memorial.

Inevitably, the Committee's questionnaire drew out differing opinions. Some favored the standardization of textbooks, while others saw the selection of reading material as something requiring the best judgment of the individual professor, and thus the full protection of academic freedom. While the Committee recognized the need to take into account the desirability of consistency, particularly in the case of first-year courses with more than one section, it gave final and overriding importance to the individual faculty member's academic freedom. It took the view that there has to be a primary assumption that instructors are competent. As it noted in a pithy "Afterword" to the Report: "If your instructors are incompetent, then textbooks are the least of your worries."

The Memorial Committee made two recommendations in which they attempted to strike a reasonable balance between the interests of the collectivity of professors and the individual. The first was that "there should be no attempt to promulgate rules concerning textbook selection beyond the department level; the second, "given that instructors are competent to teach the courses they are

assigned to, in the very rare instances where an instructor who must teach a course or who has begun to teach it cannot agree with his/her colleagues in the choice of text, the residual right of choosing the text must remain with the instructor." These recommendations were adopted by the Senate of Memorial University.

The Memorial Senate Committee preceded union certification at that university, and the collective agreement that followed earlier this year. Most collective agreements and faculty handbooks do not elaborate on the meaning of academic freedom. One that does is the current agreement at the University of Ottawa. In so doing it pays attention to the problems that might arise in multi-section courses, but again seeks to ensure that overriding importance is given to the right of the individual faculty member to be free from attempts to impose ideological conformity and to stifle diversity — not only of course among faculty but also among students — through the imposition of textbooks. It does so in the following way:

Every faculty member shall have the right and responsibility to organize course content and classroom or laboratory activities and employ methodology and didactic material, including textbooks, in a manner appropriate to the course and consistent with relevant academic standards in the discipline and course descriptions

approved by the General Faculties Council, it being understood that in multi-section courses the same principles will apply unless it can be shown that the choice of a single textbook or other didactic material is justified by valid academic reasons, does not impose ideological conformity on the members concerned, and is consistent with the university's commitment to pluralism in terms of methodology and the analysis and presentation of course content.

It may seem obvious that the academic freedom of a professor as teacher is seriously compromised the moment other persons, be they colleagues or administrators, attempt to impose textbook choices. Not all colleagues and administrators, however, agree with this elementary position. For example, in one case, which has been brought to the attention of the AF&T Committee, the bureaucratic device of the bookstore order form, which department heads or chairpersons at some universities sign to confirm the anticipated enrolment in a course and assist the bookstore's inventory control, was used to attempt to enforce the use of particular materials.

There may, therefore, be some justification for seeking more precise language in collective agreements and faculty handbooks to ensure that the fundamental freedom to teach without interference is not abridged.

## The Universities and Generally Accepted Accounting Principles—a Change?

by Bob Kerr

Effective with the fiscal year that began during 1989, the chartered accountants who audit the financial records of Canadian universities must apply the same generally accepted accounting principles as are applied to audits in the business sector. The Canadian Institute of Chartered Accountants (CICA), which establishes professional guidelines for accountants, has instituted this change by making its Handbook on accounting practices applicable to the non-profit sector, as well as the profit sector. While this may seem a matter primarily of concern to university business and accounting offices, any significant changes in bookkeeping requirements can have a real impact on the academic and research side of the university.

In the past the Canadian Association of University Business Officers (CAUBO) has maintained its own set of accounting guidelines. The expectation is that the CICA Handbook will replace the CAUBO Guide. This means that in the future accounting guidelines will be set by a body outside the university community.

During its Annual Meeting at the University of Guelph on June 11-13, CAUBO received the report of a Task

Force it established to assess the implementation of the CICA Handbook by universities. The general conclusion of the Task Force was that there are many questions to be answered as to how the CICA Handbook should be interpreted in the context of a non-profit organization like a university. CICA's guidelines were developed for use in the profit-sector and, accordingly, are geared to making profit or loss determinations. Where financial decisions are based on factors other than the creation of profit, these guidelines may be difficult to apply.

The summary of particular concerns in the CAUBO Task Force Report which follows consists of information from the Report and some thoughts of the writer on implications of this information for the academic side of the university community.

Four areas of particular concern are identified by the CAUBO Task Force. The first is that of determining the precise unit of operations to be covered by a single set of accounts. For the profit sector, consolidated statements are required in a parent-subsidiary situation. Possible implications of this for the academic community include, on the one hand, the potential for fuller disclosure with respect to operations

that might otherwise be segregated from general university accounts but, on the other hand, the danger that consolidation will be an excuse for making the published accounts less meaningful.

A second concern is the lack of CICA guidelines with respect to "fund accounting" which is commonly used to segregate special purpose or restricted funds. Again the principal academic interest would seem to be in guidelines that ensure disclosure. If accountants refuse to accept "fund accounting", this might also impact on the extent to which funding sources, such as government, will use restricted allocations.

A third concern relates to the definition of revenue, given that government funding is the primary source of university income. In the profit sector, government grants are treated much in the way that the university community treats "soft money". Obviously for the universities to treat government funding as "soft money", even if only for accounting purposes, could create many wrong impressions.

Finally, perhaps the greatest concern of the CAUBO Task Force is with the absence of specific direction on accounting for capital assets and depreciation. The intent of CICA is to leave this flexible for non-profit organizations since different types of organizations may

have different arrangements for acquiring and replacing capital assets. Most universities now rely on fund-raising and capital grants, although it might be preferable if government would accept that an allowance for replacement of buildings and equipment should be included in operating grants. To require an allowance for depreciation as an accounting matter would mean either creating a bookkeeping deficit equal to the amount of depreciation or setting aside an actual reserve of funds for future capital replacement. In light of the aversion of many governments to university deficits, even a deficit that exists only on paper is problematic. On the other hand, given chronic underfunding, the creation of large real reserves seems unacceptable and might indeed invite even more severe underfunding. Moreover, while the present intent of CICA is to leave the treatment of depreciation flexible, it would easily happen that at some future date the accountants might opt for a uniform rule.

While generally accepted accounting principles may seem remote from the day to day concerns of academics, apart from those who teach accounting, the implementation of the CICA Handbook for non-profit organizations raises issues of which the academic community should, at the very least, be aware.



# Nouvelles brèves du Québec

par Susan Gray

Forum (Université de Montréal)

Le professeur Igor Mel'cuk, du Département de linguistique et philologie est l'un des lauréats 1989 du prix de la fondation John Simon Guggenheim de New York. Les *fellows* Guggenheim sont les personnalités qui s'illustrent dans plusieurs disciplines, entre autres la littérature et le cinéma.

Parmi les 198 *fellows* choisis-és cette année, on ne compte que quatre Canadiens-nes; en effet, la majorité sont des américains-nes.

Mel'cuk, qui parle six langues couramment, travaille à un important ouvrage sur la morphologie du français qui devra compter plus de 3,000 pages lorsqu'il sera fini. En même temps, il rédige le *Dictionnaire explicatif et combinatoire* sorte d'encyclopédie du vocabulaire qui donnera tous les renseignements linguistiques au sujet des mots.

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L'Université de Montréal s'est engagée dans un projet d'envergure unique au monde, en signant une entente de 2,4 millions de dollars avec le Fonds des Nations unies pour la population (FNUAP). L'entente permettra à une soixantaine de cadres africains d'acquiescer une formation en santé familiale; ils/elles vont concevoir, mettre en œuvre et évaluer une variété de programmes dans ce domaine.

L'originalité du programme consiste en l'intégration de trois disciplines (santé, démographie et communications) à l'intérieur d'un enseignement pratique. L'Agence canadienne pour le développement international (ACDI)

ainsi que le ministère québécois des Affaires internationales ont contribué à rendre possible ce projet.

Selon le FNUAP, l'Université de Montréal a déjà démontré de "solides gages de succès" dans la coopération internationale, particulièrement dans les champs touchés par le programme en Afrique francophone.

## INRS Nouvelles (INRS)

Il y a quelques mois, monsieur Frank Oberle, ministre d'Etat (Science et Technologie) a annoncé la création de Réseaux de centres d'excellence. Aujourd'hui, deux chercheurs de l'INRS assument le leadership de la mise en place d'une réseau: Peter G.C. Campbell, professeur à l'INRS-Eau et Serge St-Pierre, professeur à l'INRS-Santé.

Campbell, spécialiste en biogéochimie des métaux à l'INRS-Eau parraine un programme de recherche sur la présence des contaminants dans les systèmes aquatiques. Cette recherche aura trois volets. On travaillera, entre autres, à la mise au point d'une classification des polluants selon les risques qu'ils comportent pour la santé et on établira les seuils de tolérance acceptables pour la toxicité des déchets déversés dans l'environnement.

St-Pierre, spécialiste en chimie des protéines et des peptides, sera en charge de la mise en place d'un programme pancanadien sur la santé et le développement animal. Ce programme devrait permettre l'élaboration de meilleurs programmes de contrôle du développement chez les animaux d'élevage et conduire à la production, à coûts réduits, d'une

nourriture de qualité supérieure.

## Au fils des événements (Université Laval)

Maurice Lemire, du Département des littératures de l'Université Laval, vient de se voir accorder la médaille Lorne-Pierre, de la Société royale du Canada. Cette médaille a pour but de récompenser l'auteur-e d'une oeuvre d'une signification particulière et d'une mérite exceptionnel dans les domaines de la littérature d'imagination ou de critique. Il est accordé à tous les deux ans à un-e auteur-e qui écrit en français ou en anglais.

En grande mesure, Lemire s'est bâti une réputation par le *Dictionnaire des oeuvres littéraires du Québec*, qui retrace la littérature québécoise de ses origines à 1975.

Lemire travaille présentement sur une grande histoire littéraire du Québec qui comprendra cinq volumes, tout comme le *Dictionnaire*.

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Un institut de recherche sur les biomatériaux unique en son genre au Canada voit le jour à Québec. On doit ce nouveau développement surtout à l'expertise de l'équipe de Robert Guidon, du Laboratoire de chirurgie expérimentale de la Faculté de médecine.

La majeure partie des fonds provient du ministère de la Santé et des Services sociaux du Québec. L'Université, ainsi que l'Hôpital Saint-François-d'Assise, le site du futur institut, verseront des montants équivalents.

Depuis une dizaine d'années, les travaux de l'équipe Guidon ont permis

à ce dernier de se bâtir une réputation dans le domaine des valves cardiaques et des prothèses vasculaires et mammaires.

Le Canada est dépendant, à 65%, des importations dans le domaine des biomatériaux.

L'Institut aiderait à réduire le déficit en soutenant le développement de nouveaux matériaux, le développement d'appareils d'évaluation spécifiques aux biomatériaux et l'analyse des biomatériaux que les firmes canadiennes ou étrangères se proposent de mettre sur le marché.

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Pour la deuxième année consécutive, *Contact*, le magazine de l'Université Laval, a gagné le Prix d'excellence 1989 du Conseil canadien pour l'avancement de l'éducation (CCEA) pour le meilleur magazine universitaire au Canada dans la catégorie des publications destinées aux diplômés-es. Simultanément, le magazine s'est mérité deux autres prix.

Un dossier intitulé *Des défis de la vision artificielle aux défauts de la vision humaine*, signé par Jean-Eudes Landry et Diane Dontigny, a remporté le Prix d'excellence 1989 pour le meilleur reportage sur la recherche. Un deuxième texte, *L'Ecole du maquis*, à propos des cinquante ans de la Faculté des Sciences sociales, et écrit par Landry, a gagné dans la catégorie du meilleur reportage général.

Ainsi, *Contact* a remporté tous les prix dans les catégories "magazine" et s'affirme comme la revue avec le plus d'honneurs dans les 17 catégories des Prix d'excellence du CCEA.

# Notice board

**THE JOURNAL FOR INTERCULTURAL STUDIES:** Articles are being sought for publication in The Journal for Intercultural Studies. For information contact Dr. A.O. Francis, School of Biennale Art, University of Windsor, Windsor, Ontario, N6B 3P4. Last day for information 31 October 1989.

**CANADIAN SOCIETY FOR THE STUDY OF HIGHER EDUCATION:** Annual Conference - University of Victoria, June 3, 4, and 5, 1990. Call for papers: The Theme for the 1990 Conference will be Higher Education and the Public Policy Agenda. Associated themes include: Quality in Higher Education; and Multiculturalism in Higher Education. Contributed papers on these themes as well as other issues are welcome. The deadline for the receipt of proposals is October 31, 1989. Proposals for papers should be in the form of a two or three page abstract which outlines the purpose of the paper and the major issues which will be addressed. All proposals will be evaluated by the Conference planning committee and notice of acceptance will be sent by January 1990. Further information from John D. Dennison, Professor of Higher Education, The University of British Columbia, Vancouver, B.C. V6T 1W5; telephone: (604)228-5522; fax: (604)228-6501.

**CALL FOR PAPERS: Legal Pluralism, Indigenous Peoples and Minority Rights Symposium.** The Commission on Folk Law and Legal Pluralism is co-sponsoring an international conference with the University of Ottawa August 15-18, 1990. The primary themes are: (1) Indigenous Self-Determination and Legal Pluralism; (2) Non-Indigenous Ethnic Minority Law; and (3) Legal Pluralism in the Third World After Decolonization. Each theme will include a specific panel relating to the particular position and concerns of women. For further information address: Professor Brad Morse, Faculty of Law, University of Ottawa, Ottawa, Ont. K1N 6N5, (613)564-8111 or Dr.

Carol LaPrairie, Department of Justice, 230 Wellington St., Ottawa, Ont. K1A 0H5, (613)557-9534.

**COMIECCEMI - 1990 CONFERENCE - CALL FOR PAPERS:** The Canadian Council for Multicultural and Intercultural Education has put out a call for papers suitable for its Fourth National Conference to be held in Ottawa, Ontario, November 24-26, 1990. The Conference theme is "Multicultural, Intercultural and Race Relations Education: Taking Ownership." Educators, community representatives, researchers, and others interested in presenting should submit an abstract of their proposed session by November 30, 1989. The abstracts, no longer than one page, should summarize the title, content and specific nature of the presentation (whether speech, seminar, workshop, poster session), as well as the time suggested for the presentation. To submit abstracts contact Andrew J. Krawczyk, Program Chair, Race Relations Consultant, Vancouver School Board, 1995 West 10, Vancouver, B.C., V6T 1Z8.

**CANIECCEMI - CONGRES 1990 - SOUMISSION DE TEXTES:** Le Conseil canadien pour l'éducation multiculturelle et interculturelle rendra son quatrième congrès national à Ottawa, Ontario du 24 au 26 novembre 1990. Une invitation à soumettre des textes sur le thème "Éducation multiculturelle, interculturelle et l'acceptation" de la culture, de la langue, de la religion, de toutes les communautés, chercheurs et toutes autres personnes intéressées. Veuillez nous faire parvenir les résumés de la séance proposée avant le 30 novembre 1989. Ce résumé d'une longueur maximale d'une page doit concorder la titre, le contenu et le genre de la présentation (conférence, séminaire ou atelier) ainsi que la durée prévue de la séance. Pour faire parvenir les soumissions s'adresser à Andrew J. Krawczyk, Programme chair, Race Relations Consultant, Vancouver School Board, 1995 West 10,

Vancouver, B.C., V6T 1Z8.

**ELEVENTH ANNUAL CONFERENCE OF THE CANADIAN APPLIED MATHEMATICS SOCIETY** May 29-June 1, 1990, Harbourville, The Nova Scotian Hilton International, Halifax, Nova Scotia, Canada. This conference is intended to provide a forum for discussion of basic problems in the following three topics: (1) Mechanics of Ocean Waves (2) Mathematical Modelling (3) Computational Fluid Mechanics. For further information contact Professor Marjorie Rahman, Conference Chair, Applied Mathematics Department, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada B3J 2X4; tel: (902)420-7724; fax: (902)420-7551. For registration: Mary Melick, Conference Coordinator, Continuing Education Division, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada B3J 2X4; tel: (902)420-7724; fax: (902)420-7551.

**ETHICS AND TECHNOLOGY: A WORLD CONFERENCE** on October 25-29, 1989, in the University of Quebec is sponsoring its third international world conference. The conference will bring together prominent individuals from around the world to address issues of critical global importance to those who confront the challenges and choices of the technological age. For further information contact Phil DINIUCI, Conference Administrator, Continuing Education Division, University of Quebec, Quebec, Ontario, Canada N1G 2W1; tel: (514)767-0758, ext. 3117; fax: (514)767-0758.

**CONFERENCE - EMPLOYMENT AND UNEMPLOYMENT ON THE PERIPHERY TODAY: Stale Strategies and Popular Struggles.** May 10-12, 1990, sponsored by the Centre for Research on the Future of Work, St. Francis Xavier University, Atlantic Region, is of natural interest papers dealing with other peripheral areas are strongly en-

couraged. The conference is particularly interested in the following topics: restructuring economies in declining regions; the welfare state in peripheral societies; the employment potential of small scale production; service sector growth strategies; social responses to global pressures. Send proposals by October 31, 1989 to Peter Clancy, Department of Political Science, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1G0; tel: (902)867-3839/2167.

**EVAMAG: October 20-21, 1989. First Annual Conference of INORO (Institute of Northern Ontario Research and Development)** to be held at Laurentian University, Sudbury, Ontario includes a Panel discussion of interested parties to the land use conflict: scholarly papers presented and to be published under sections entitled: Historical/Political Context, Native Land Claims, Environmental Concerns, Forestry Issues, Economic Alternatives, and closing remarks: a Friday night banquet with keynote speaker. Further information: Dr. Mail Bay, Director, INORO, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P0E 2G8; tel: (705) 675-1151.

**THE SECOND TORONTO CONFERENCE ON DATABASE USERS:** The University of Toronto announces the second conference on database users. It will be held in Toronto, October 12-13, 1989. The goal of the conference is to bring together people in the industrial and academic communities who are concerned with the behaviour of database users. Prominent speakers from across North America will present the latest research findings and industrial experience in the area of user demographics, methods of studying user behaviour, user training and assistance techniques, and changes in database content and technology. The program will be of interest to all types of information professionals concerned with developing and

using database systems. This includes information providers and users in corporate, government, non-profit, and library environments. Registration fee: \$195 Canadian or \$160 U.S.; Students \$35 Canadian or \$28 U.S. Contact: Professor Charles Meadow, Faculty of Library and Information Science, University of Toronto, 140 St. George Street, Toronto, Ontario M5S 1A1; tel: (416)978-4662.

**COLLOQUE: "LE DISCOURS FÉMININ DANS LA LITTÉRATURE POSTMODERNE DU QUÉBEC"** 2-5 nov. 1989. Dans le cadre de ce colloque nous proposons d'examiner la voix des femmes dans les textes postmodernes, romans, nouvelles, essais, etc. intéressés à Québec depuis les vingt dernières années. Ouverture du colloque: Jean-Paul Pilon (Université de Toronto) "Postmodernisme et féminisme: où sont les jonctions?" Pour de plus amples renseignements, prière de s'adresser à: R. Kosi, Département de Français, The University of Western Ontario, University College, London, Ontario, N6A 3K7; tel: (519) 861-2111, poste 5709.

**ATH. NATIONAL CONFERENCE ON SOCIAL WELFARE POLICY:** "Toward the Nineties: Issues of Theory and Practice" October 24 - 27, 1989 in Toronto. A multidisciplinary program for academics and practitioners. Plenary sessions, papers on context and impact of policies; structure and operation of service delivery systems; women, work and welfare; special issues. Workshops and plenary sessions on: social policy, multicultural access, labour market issues, and other topics. Program and registration form available from the Conference Centre, Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1W5.

**INTERNATIONAL CONFERENCE ON SOCIAL THEORY:** Oct. 6 & 7, 1989. Is organized by the Centre of Humanomics, an independent academic group at the University College of Cape Breton. All

sessions to be held at the Holiday Inn, Sydney, N.S. The conference will feature leading papers on the topic of the role of epistemics in religious philosophy, philosophy of science, economics, political economy and sociology by experts from Canada, the U.S.A. and overseas. A pre-registration fee of \$35.00 is required by September 20 to book your place for a lunch and dinner. There is no admission fee. For details write: Professor Masud Choudhury, Economics, University College of Cape Breton, P.O. Box 5300, Sydney, N.S. B1P 8L2; (902)539-5300. Send cheque to the same person.

**LEARNING DISABILITIES ASSOCIATION OF CANADA** announces its Seventh National Conference: *Lighting The Way* held by Learning Disabilities Association of Newfoundland, The Hotel Newfoundland, St. John's, Newfoundland, October 13, 20 & 21, 1989. *Lighting The Way* is a multidisciplinary conference on learning disabilities for educators, parents, physicians, social workers and others interested in the field. 5 keynote sessions, 24 workshops, speakers from every province & speakers from the U.S.; topics include: practical approaches for teachers, computers, social skills, assessment and remedial learning, special education. For more information contact: Judy Davis, Conference Coordinator, 12 Conville St., St. John's, Nfld. A1E 3J8; (709) 739-0611 or (709) 579-7273.

**ASSOCIATION FOR THE ADVANCEMENT OF POLICY RESEARCH ON THE DEVELOPMENT IN THE THIRD WORLD** 1989 annual conference "Professional Responsibility in a Global Context" - 18 November 1989; Saint Thomas, U.S. Virgin Islands; Contact: Dr. Maki Mewa, Executive Director, Association for the Advancement of Policy Research and Questions on Development, P.O. Box 70257, Washington, DC 20024-1534.



# Personal Harassment in Canadian Universities

by Jean Liebman<sup>1</sup>

In an academic journal about a year ago, I read an article on sexual harassment. After many years this issue has finally surfaced and reached public awareness. Now it's time to talk about the other kind of harassment. I refer to the 'personal harassment' that no one talks about. The kind that is silent and hidden. I call it a 'silent, hidden treatment'. There are no visible signs in the work area, but the harassment and abuse do exist. I am not referring to the petty office politics or personality clashes. I am talking about the deliberate, systematic attempt to drive the employee from the workplace. The daily wearing down of one's self-esteem and dignity.

I have devoted the last three years to extensive research on how innocent employees become victims of the system, (agencies/institutions that reach to the government for funding) at the hands of incompetent and abusive managers and how 'abusers of power' fiercely protect their executive salaries and positions.

Two common themes become glaringly evident (a) victims were all employed within government funded agencies (hospitals, immigration, post office, school boards, universities, etc.) all were employed in the public sector, and (b) the tactics of harassment were all the same.

The following are just a few of the problems that exist within Canadian universities. Individuals move into authority positions with little or no management training or skills, yet make major decisions that affect the lives of employees. Administrators do not further investigate problems, yet take action on that problem, thereby at times, making the wrong decision against the employee. Employers are reluctant to recognize the right of employees who question or dare to speak out against practices which appear to be a violation in the workplace. If officials choose to ignore an issue, it is simply ignored, hoping the employee and/or the problem will disappear. With so many levels of management, the lines of command are not always defined. Officials have the power to dismiss or pass along a problem. Another common problem area is change in management somewhere in the hierarchical pyramid. Where responsibility begins and ends, resulting in poor communication, is another problem area. Officials have the power and taxpayers funds to cover for their mistakes, and should the employee retaliate or question, the attempt is then made to either silence or drive the employee from the workplace. In other words, the victim becomes the "target". Irresponsible and incompetent officials/authority figures fear having their positions questioned, so the harassment (witchhunt) begins. Officials have their trusted "lieutenants and generals" to ensure that a thorough and complete job is done. Generally, employees know it is far healthier to go with management.

When management becomes threaten-

ed, management becomes abusive, and they do bad and wicked things.

Harassment takes many forms, and an interesting pattern seems to evolve. Ostracization and isolation are commonly the first steps taken by management. Further intimidation tactics are, demotion - staff members are ordered immediately out of a department to the 'typing pool'. This exercise serves a two-fold purpose. It is intended to intimidate and silence the secretary, and secondly, to set an example for others; no work - have you ever sat for weeks and months with no work? Think about it! Character assassination - officials give messages to colleagues, "Stay away from her, she's trouble and dangerous." "Keep your nose clean." "Don't get involved." Can you imagine the stress and paranoia generated by such an exercise? Malicious gossip and rumour - the danger here is, when officials act on the gossip. Seniority and years of dedicated service count for nothing. Harassment takes place somewhere between the employee attempting to expose and the employer attempting to cover up. Employees are expected to take the punishment and suffer in silence, (far too many do) and are condemned and criticized for attempting to speak out. One past president of a Canadian university said, "the temptation - no, the desperation to make sure the world knows one's side of the story can be so compelling. . ."

Further harassment tactics are: reduced responsibility; menial tasks; blacklisting - Several 'personnel' files exist on one employee. Officials remove and insert documents at will; meetings with hidden agendas; intimidating memos and letters of reprimand/threatening disciplinary action; layoff.

Why is an article of this nature appearing in the paper of an association of academics? Quite simply, Canadian universities are public institutions, heavily supported by the public purse, and personal harassment is very alive and active within them. Universities are not free of this form of injustice.

Officials cannot risk having their positions questioned, nor can they risk exposure of scandalous abuse and mismanagement. Private and public benefactors would be enraged and shocked. Future funding and future enrolment would be jeopardized and questioned. Individuals who pride themselves with a level of integrity and human decency would not take lightly to being party to such activities. One does not expect such shabby and unprofessional behaviour coming from a university environment.

Let us look at an example of one rather interesting situation that developed within an Ontario campus.

"Peculiar" activities were going on in a department. The Administrative Assistant and the union representative took 3 and 4 hours for lunch every Friday for years. They could be found in the pubs. Often on Fridays, upon their return, the office door was closed and each took turns bringing in a 'bottle'. The Admin-

was absent at least 1 or 2 days per week. These, and other such abusive activities went on for years and almost everyone connected with the department was aware of it, including middle management. The problem was ignored.

A less than competent chairperson came in, and attempted to address the problem, but attacked an employee who had no part in these abusive activities (the only non-drinker in the group). The wronged staff member approached a higher authority, but it was too late. The damage had already been done and officials soon realized their mistake. Management then skillfully shifted the focus away from themselves. Officials had successfully 'silenced' or 'driven' employees before. Why, they thought, should this be any different. Besides, she was recently separated from her husband and had a home and large mortgage, it was not expected that further action would be taken. First she was ostracized. Then, since no isolation area was available, the construction began, and an area of isolation was created. This came under the heading of 'office reorganization.'

She refused to take the wrap. The further she pursued justice, the more severe the punishment and harassment she faced. By now, more characters (officials) were in this scenario and they all needed to protect and cover themselves. She became the scapegoat. She had to be silenced. This kind of activity had been going on at this particular campus since the mid-seventies.

So, in one department you had both an abusive Administrative Asst. and union steward; an incompetent chairperson; and negligence and mismanagement throughout almost the entire hierarchy.

What happens to the official/abuser of power? Well, they emerge victorious, untouched and unaffected. We find that many are promoted, or are often relocated or move out of the area altogether or they take lateral positions. And, the one I find most interesting is, "early retirement". I would personally be curious to see the packages that these people walk away with.

This is a very serious issue, and exposure is long overdue. I have heard shocking accounts of cover-ups, pay-offs, and 'human wreckage' coming out of Canadian universities. Cowardice, self-protection and sheer indifference are simply not good enough reasons for coworkers and/or informed officials to sit back and watch a systematic attempt to "break" or "drive" someone from the workplace. Government officials and the public are under the illusion that a Board of Governors or university officials will deal with the personal harassment. It is a myth to think such a thing. Instead they conveniently turn away or ignore the problem, thereby leaving the victim in a David & Goliath situation, facing psychological, emotional and economic damage and pain. The "abusers of power" must be forced to be responsible and accountable for their own mistakes. Only then will employees be protected from cruel and unfair mistreatment, at the hands of corrupt university officials/supervisors.

"The university brings out all abilities including incapability"

(A. Checkhov from the Peter Prescription.)

1. Ms. Liebman can be contacted at the Canadian Accountability Project, 154 Fisherville Rd., Willowdale, Ont. M3R 3C2.



## University of Regina

### Invites Applications and Nominations for PRESIDENT AND VICE-CHANCELLOR

The University of Regina invites applications and nominations for the post of President and Vice-Chancellor. The appointment date is July 1, 1990.

The University of Regina was founded as Regina College in 1911 on what is now our historic College Avenue campus. The main campus is on the shore of Wascana Lake in the south end of Regina and both campuses are located in Wascana Centre, 930 hectares of picturesque parkland and carefully preserved marshlands.

The University employs 500 faculty with 570 support staff and has a current enrollment of more than 10,000 students, 6,000 of these full-time and 4,000 part-time. Another 3,000 off-campus registrants are enrolled in classes in 35 rural Saskatchewan centres, and University distance education programs are transmitted to another live areas. University Extension offers a wide range of programs to 23,000 registrants and a dynamic seniors' education program boasts 1,500 registrants.

The University of Regina offers academic programs in Administration, Arts, Education, Engineering, Fine Arts, Journalism, Physical Activity Studies, Science, Social Work and Human Justice. In some disciplines a co-operative program alternates studies with paid work experience.

There are three federated colleges associated with the University: Campton College, Luther College and the Saskatchewan Indian Federated College. Students from more than 35 countries attend classes here and we maintain many other active international links.

The University is strongly dedicated to research in all faculties and has been successful in securing substantial external support. Excavation has begun for a multi-million dollar Language Training Institute on campus and one of the largest computer centres in Canada will open in April 1990.

Applications and nominations should be sent, in confidence, by Sept. 30, 1989, to:

Mr. Harvey Meznike  
Chairman, Search Committee for the President  
Room 514, Administration-Humanities Building  
University of Regina  
Regina, Saskatchewan, S4S 0A2

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



## THE UNIVERSITY OF BRITISH COLUMBIA DEAN FACULTY OF ARTS

The University invites nominations and applications for the position of Dean of the Faculty of Arts. The appointment will take effect July 1, 1990 or as soon thereafter as possible.

The Faculty of Arts includes more than 500 full-time faculty members in 19 Departments and four Schools covering the Creative and Performing Arts, the Humanities, Social Sciences, and the professional fields of Library, Archival and Information Studies, Family and Nutritional Sciences, and Social Work. Programs of study at the bachelor's, master's and Ph.D. levels are offered to almost 9,000 students. Operating expenditures last year exceeded \$36 million.

The University seeks a candidate with a recognized reputation in one of the disciplines represented in the Faculty, dedication to good teaching, and successful administrative experience. The Dean is expected to provide the leadership for the faculty in its pursuit of excellence, and to play a constructive role in the general academic direction of the University.

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. The University is prepared to assist in spousal placement and salary will be commensurate with qualifications.

Applications and nominations accompanied by a detailed curriculum vitae and the names of three referees should be sent before December 15, 1989 to:



Dr. Daniel R. Birch  
Vice President Academic and Provost  
The University of British Columbia  
6328 Memorial Road  
Vancouver, British Columbia V6T 2B3

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

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## THE UNIVERSITY OF NEW BRUNSWICK invites nominations and applications for the position of DEAN OF THE FACULTY OF ENGINEERING

Candidates should have outstanding academic and administrative qualifications and the ability to provide strong leadership in undergraduate and graduate engineering education and research. Candidates should have experience in maintaining and developing effective and productive relationships with industry, government and the professional community.

The University of New Brunswick is the Provincial university, currently enrolling about 7,500 full-time and 2,500 part-time students on its two campuses in Fredericton and Saint John.

The Faculty of Engineering enrolls about 1,400 undergraduate students and 275 graduate students in Departments of Chemical, Civil, Electrical, Mechanical and Surveying Engineering and the School of Computer Science. A Department of Forest Engineering is jointly administered with the Faculty of Forestry, and a program in Geological Engineering with the Faculty of Science. All Engineering programs are accredited.

Applications and nominations should be submitted to:  
Dr. R.E. Burridge  
Vice-President (Academic)  
The University of New Brunswick  
P.O. Box 4000  
Fredericton, New Brunswick  
Canada E3B 5A3

by November 15, 1989. Applications should be accompanied by a current vitae and the names of three referees. It is anticipated that the appointment will be made on or before July 1, 1990.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.



UNIVERSITY OF NEW BRUNSWICK



THE UNIVERSITY OF AUCKLAND

New Zealand

## POSTDOCTORAL FELLOWSHIPS

The following Postdoctoral Fellowships are available for a period of two years, commencing on a date to be arranged during the period 1 February to 1 October 1990.

### Department of Zoology Reference A89/01

Professor P.R. Bergquist (FAX 64-9-799 317)

"Chemistry, Pharmacology & Molecular Evolution of the Porifera"

The project will focus, depending upon the applicant's skills upon molecular biology where experience in DNA and RNA sequencing and computational approaches to sequence comparison will be sought or upon experience in marine natural products chemistry and bioassay techniques. Familiarity with standard techniques for extraction, purification and characterization of lipid and water soluble components is essential (i.e. NMR, HPLC, GC/MS). An interest in marine biology and scuba competence is also appropriate.

### Department of Chemistry Reference A89/02

Professor C.J. O'Connor (FAX 64-9-302 1795)

"Nitro-aromatic Compounds, designed as Radiosensitizers of Hypoxic Cells"

The project will be carried out collaboratively within the Chemistry Department, the Cancer Research Laboratory, and the Oncology Section, Medical School. A background in Chemical Kinetics and an awareness of the concepts of Bio-organic Chemistry is preferred.

### Department of Chemistry Reference A89/03

Professor R.P. Cooney (FAX 64-9-302 1795, Telex UNILIB NZ 21480)

"Molecular Analysis at the Metal/Solvent Interface"

Applicants should have experience in physical and inorganic Chemistry. The project will be concerned with the application of FT-IR, Laser Raman and XPS/Auger Spectroscopy to the study of molecular processes at metal/aqueous interfaces, including systems of strategic importance.

### Department of Cellular & Molecular Biology Reference A89/04

Professor R.K. Ralph, Dr. W. Judd (FAX 64-9-303 1618)

"Anti-malarial Agents Target as Topoisomerase"

Applicants should have experience so as to enable them to investigate the potential of a range of locally synthesized anti-cancer drugs directed against topoisomerase II or DNA as anti-malarial or anti-trypanosomal agents.

### Department of Biochemistry Reference A89/05

Professor A.G.C. Renwick (FAX 64-9-799 317)

"Determination of Disulphide Bonds in the alpha & beta subunits of Mammalian Glycoprotein Hormones"

Applications are invited for a Postdoctoral Fellowship to work on glycoprotein structure using FAB/MS. If necessary, arrangements can be made for a suitably qualified person to gain experience in this technique before coming to New Zealand.

### Department of Cellular & Molecular Biology Reference A89/06

Dr. R.C. Gardner (FAX 64-9-303 1618)

"Tissue-specific Gene Expression in Kiwifruit"

Applicants should have experience in basic re-combinant-DNA techniques.

Applicants must have completed the requirements for the award of Ph.D., or its equivalent, within the last four years. A stipend of NZ\$35,000 per annum, plus one return airfare will be paid.

Applicants are invited to seek further information from the supervisor of each topic.

Application forms and Conditions of Appointment are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand (Telephone 737 757, FAX 64-9-799 317).

The closing dates are 9 October, or as soon as possible thereafter.

The University of Auckland  
An Equal Employment Opportunity Employer





Canadian Institute of Resources Law



## Executive Director

The Canadian Institute of Resources Law invites applications and nominations for the position of Executive Director.

The Canadian Institute of Resources Law is an independent national body affiliated with The University of Calgary. Its work involves research, education and publication on the legal aspects of renewable and non-renewable natural resources. The Institute's research has included projects in oil and gas, mining, forestry, water, electricity, the environment, aboriginal rights, surface rights and the trade of Canada's natural resources. Educational activities include conferences and short courses and teaching in the Faculty of Law at The University of Calgary.

The Executive Director reports to the Board of Directors of the Institute, and has responsibility for the day to day operation of the Institute. Specific responsibilities include program development and supervision, funding, liaison with the Board of Directors, staff recruitment and supervision, and relations with the constituent groups, related organizations and the general public.

Applicants must have academic qualifications in law, and experience in the natural resources law field.

The appointment may be effective as early as January 1, 1990. Salary will be competitive, and is, along with other terms and conditions of appointment, negotiable. An academic appointment in the Faculty of Law may be negotiated.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

To be assured of full consideration, nominations and applications, including curriculum vitae and the names of three referees, should be submitted by September 30, 1989 to:

Professor A. R. Lucas  
Faculty of Law  
The University of Calgary  
2500 University Drive N.W.  
Calgary, Alberta T2N 1N4

## CHAIR IN OCEAN MAPPING

The Department of Surveying Engineering at the University of New Brunswick invites nominations and applications for an Industrial Research Chair in Ocean Mapping, to be filled by July 1990. The appointment will be a tenure-track position at a senior rank in the Department. Support for this Chair for the first five years will be in excess of \$2.5 million. Final funding approval is expected within the next few months.

The Department of Surveying Engineering has combined expertise in engineering, earth science and geography to produce one of the strongest programs in the world related to the design of systems to acquire, manage, process and depict spatial data describing the earth. The Department has been involved in ocean mapping teaching and research since 1970, and in 1988 an Ocean Mapping Group was formed to investigate new approaches for editing, interpreting and presenting high-volume ocean mapping data. This Group, consisting of four faculty members in the Department and two in the School of Computer Science, with expertise in geographical information systems, digital image analysis, interactive computer graphics, expert systems, and nautical charting, has been successful in obtaining substantial Strategic Grants from the Natural Sciences and Engineering Research Council of Canada.

Candidates with background and expertise not presently represented by the twelve existing faculty members in the Department will be given preference; for example a background in computer systems engineering, physical oceanography, marine geophysics, or marine geology would be an asset. Candidates must have a special interest and competence in Ocean Mapping research and development. Development of innovative methods for the management, processing and depiction of ocean mapping data, from the acquisition to the application stages, is the objective of the Chair, including not only bathymetry but mapping of sea-surface, sub-sea-bed, and water column features as well. The successful candidate will have an internationally respected track record, will be expected to play a leadership role in the Ocean Mapping Group and contribute to its future direction, and will be committed to working with the Chair sponsors and other industrial partners in transferring ocean mapping technology to the private sector.

The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens or permanent residents. The closing date for nominations and applications will be December 31, 1989, or until the position is filled. Nominations, applications and requests for information should be forwarded to



Dr. John McLaughlin  
Chairman, Department of Surveying Engineering,  
University of New Brunswick,  
P.O. Box 4400,  
Fredericton, New Brunswick, Canada, E3B 5A3  
FAX (506) 453-4943.

UNIVERSITY OF NEW BRUNSWICK



## THE UNIVERSITY OF MANITOBA LIBRARIES IS ACCEPTING APPLICATIONS FOR THE POSITION OF COORDINATOR, PRESERVATION

**DUTIES:** Reporting to the Director of Libraries, the Coordinator, Preservation, will be responsible for developing and directing the UML preservation program which was established in 1986. The incumbent will work with and advise 13 unit heads, other coordinators and the university archivist in matters relating to: preservation policy; non-rare book, serials and non-paper preservation, shelf preparation and repair; binding and rebinding; preservation microfilming; rare book conservation; paper conservation; including brittle book problems; disaster prevention, planning and response; staff and user education; environmental standards and concerns; shelving, storage and stack maintenance; cooperative conservation efforts with other prairie universities. The incumbent will also be responsible for developing grant applications to secure funding for needed Libraries preservation projects, will chair the Libraries Preservation Committee and will represent the program, as appropriate, at local, regional, national and international forums. This is a new baseline funded position.

**QUALIFICATIONS:** A degree from an ALA certified library school plus advanced training in preservation and/or conservation of print and non-print format materials. A minimum of five years experience in an academic or research library; a minimum of two years successful professional experience in preservation and/or conservation. Strong leadership qualities, including well-developed interpersonal skills and the ability to interact cooperatively with other library units and university departments; effective verbal and written communication skills; ability to adapt to new technologies. The successful candidate is expected to show evidence of participating in professional development and other relevant professional activities.

**RANK AND SALARY RANGES:** Commensurate with qualifications.

Assistant Librarian: \$29,031 - \$50,508

Associate Librarian: \$36,459 - \$63,432

The position of Coordinator carries a stipend of \$4,299.

Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate, Librarian.

This position has a two-year probationary period.

**EFFECTIVE DATE:** As soon as possible.

Both women and men are encouraged to apply. In accordance with Canadian Immigration regulations, this announcement is directed to Canadian citizens and permanent residents.

Submit application, including résumé, salary expectations and the names of three referees by September 30, 1989 to:

Earle C. Ferguson  
Director of Libraries  
The University of Manitoba  
Winnipeg, MB R3T 2N2

## Director of Libraries

The University of Western Ontario invites applications and nominations for the position of Director of Libraries.

The University Libraries comprise one of the largest university library systems in Canada, with a collection of 1.9 million catalogued volumes and more than 2.6 million items in other formats. The system provides support for a broad range of undergraduate, graduate and professional programs through a central and six divisional and professional libraries. The Libraries have a staff of 306 and an annual budget of \$13 million. A new Sciences Library of 66,000 GSF will be opened in 1991.

The Director of Libraries is responsible for the management and development of the collections; the provision of library services; the management of the Library budgets and allocation of resources; the continued development of automated management and other computer-based information systems; the direction and development of staff; the planning of future library services; and the Libraries' participation in regional, national, and international cooperative efforts. The Director of Libraries reports to the Assistant Vice-President (Academic Services), and is an ex-officio member of the University Senate.

Applicants must have a professional qualification in librarianship. Advanced degrees in librarianship or other academic disciplines, or additional professional qualifications, would be desirable. The successful candidate will have a thorough familiarity with the operation of a modern academic research library; strong leadership and management skills at a senior administrative level and in a collegial environment; and a demonstrated ability to represent the Libraries persuasively within the University and externally. A firm grasp of the issues facing academic libraries and the trends that affect them is essential.

The Director of Libraries is appointed for a renewable term of five years, and will have a continuing appointment as a librarian. An academic appointment may be negotiated with qualified candidates. Salary will be competitive. To be assured of full consideration, nominations and applications (including vitae and the names of three referees) should be submitted by November 30, 1989, to:

Dr. T. J. Collins, Provost and Vice-President (Academic)  
Chairman of the Search Committee  
Room 107, Stevenson-Lawson Building  
The University of Western Ontario  
London, Ontario N6A 5S8

The University of Western Ontario offers equal employment opportunities to qualified male and female applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



### QUEEN'S UNIVERSITY AT KINGSTON Electrical Engineering Department

Applicants are invited for an adjunct position at the Assistant Professor level, conducting advanced research in the area of digital communications for Mobile Radio, Satellite and Wire channels. The position is made available by the Department's participation in the Ontario Centre of Excellence in Communications and the Telecommunications Research Institute of Ontario (TRIO). Applicants must have, or be close to receiving, a Ph.D. degree and have a strong background in the research areas indicated. Membership, or eligibility for membership, in a Canadian professional engineering association is preferred. Men and women candidates are equally encouraged to apply. Send a curriculum vitae and names of references to: Dr. G.J.M. Aitken, Head, Department of Electrical Engineering, QUEEN'S UNIVERSITY AT KINGSTON, Kingston, Ontario, K7L 3N6. Please quote reference no. QT-6-89. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



### Applications are invited for the Post of DIRECTOR OF THE CENTRE FOR APPLIED FAMILY STUDIES

The Centre for Applied Family Studies has been established by a generous endowment from the Southam Foundation and the Harvey bequest. The Centre will undertake research on issues concerning social work practice, social policy, and service provision in relation to families, develop new research-based forms of practice and engage in graduate training. The Director will have at his/her disposal endowment funds to help operate the Centre. The person appointed as Director will have a substantial research background in family studies and social work/social welfare, and will be considered for a tenured or tenure-track position of Associate or Full Professor in the School of Social Work. Applications will also be considered from those interested in a limited term contract. The Directorship of the Centre will be for a period of 5 years, renewable.

Further details from: Professor Peter Leonard, Director  
School of Social Work  
McGill University  
3506 University Street  
Montreal, Quebec H3A 2A7  
CANADA

Applicants should send their curriculum vitae, the names of three referees and a covering letter explaining research interests to:

Dr. Gordon MacLachlan, Dean  
Faculty of Graduate Studies and Research  
McGill University  
853 Sherbrooke Street West  
Montreal, Quebec H3A 2T6  
CANADA

In accordance with Canadian Immigration regulations, this advertisement is directed, in the first instance, to Canadian citizens or permanent residents.



**THE UNIVERSITY OF WESTERN ONTARIO DEPARTMENT OF CHEMICAL AND BIOCHEMICAL ENGINEERING—BIOCHEMICAL ENGINEERING** Applications are invited for a faculty position at the rank of Assistant Professor in the Department of Chemical and Biochemical Engineering. The University of Western Ontario, London, Ontario. This is a three-year limited-term position starting July 1, 1990. The candidate must have a Ph.D. in Chemical Engineering with strong research background and interests in Biochemical Engineering. Duties include teaching of undergraduate and graduate courses in chemical and biochemical engineering, research, and normal administrative work. Closing date for receipt of applications is December 8, 1989. Applications consisting of an updated curriculum vitae, name and addresses of three referees, and statement of research interests should be addressed to: Dr. A. Margaritis, Chairman, Department of Chemical and Biochemical Engineering, The University of Western Ontario, London, Ontario, N6A 5B9.

Applications from women candidates are particularly welcome. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.



### University of Alberta Edmonton

## Chair Department of Secondary Education

The Faculty of Education invites nominations and applications for the position of Chair of the Department of Secondary Education. The Department consists of 23 regular faculty members. This department's graduate program serves approximately 61 resident M.Ed. and Ph.D. students. It also maintains a heavy involvement in the Faculty's undergraduate program. The successful candidate for chair should have an outstanding research record and possess excellent leadership qualities. The incumbent chairperson will be an applicant for the position.

The appointment will take effect July 1, 1990. The salary will be at the Full Professor rank (currently the minimum for this rank is \$55,051 per annum). The University will try to facilitate spousal employment within the limits of current Canada Employment and Immigration requirements.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications (including a curriculum vitae and names of three referees) and nominations should be submitted by October 15, 1989 to:

Dr. R.S. Patterson  
Dean, Faculty of Education  
University of Alberta  
845 Education South  
Edmonton, Alberta T6G 2G5

The University of Alberta is committed to the principle of equity in employment.

## PRESIDENT AND VICE-CHANCELLOR

The University of New Brunswick invites applications and nominations for the position of President and Vice-Chancellor.

Founded in 1785, The University of New Brunswick has grown in concert with the Province and has become its largest and most diversified post-secondary institution.

Its long tradition of liberal Arts education has been enhanced by the development of undergraduate and graduate programs in Administration, Computer Science, Education, Engineering, Forestry, Physical Education and Recreation, and Science, and undergraduate programs in Data Analysis, Law and Nursing, serving 11,000 full-time and part-time students on two campuses.

A number of research institutes and centres add to the University's importance to the region and attract several million dollars annually in contracts with industry and government. The University has an annual operating budget of over \$100 million and employs more than 1,500 faculty and staff.

The President is the chief executive officer responsible for the administration of both the academic and non-academic affairs of the University on campuses in Fredericton and Saint John, New Brunswick.

The position will be open from July 1, 1990, and the appointment will be made initially for a term of five years.

Nominations and applications should include a brief statement of the qualifications and relevant specific achievements of the individual. A curriculum vitae should be included.

Responses should be submitted by October 1, 1989 to:

M. Maureen Conley, Secretary  
Joint Nominating Committee for the Office of  
President  
BS18-A1  
P.O. Box 5030  
Saint John, N.B.  
E2L 4L4

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of New Brunswick is committed to the principle of employment equity.



UNIVERSITY OF NEW BRUNSWICK



### Vice-Principal (Research) and Dean of the Faculty of Graduate Studies

The University invites nominations and applications for the position of Vice-Principal (Research) and Dean of the Faculty of Graduate Studies. The appointment, effective 1 September 1990, is normally a five-year term and may be renewed.

The Vice-Principal (Research) has overall responsibility for the Office of Industrial Research, which comprises the Research Contracts Office and the Office of Inventions and Patents; McGill International, the Research Grants Office and the Office of Biotechnology.

The Dean of Graduate Studies is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty of Graduate Studies. Candidates should have appropriate scholarly and administrative experience. Fluency in both French and English is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications, accompanied by a curriculum vitae and the names of three referees, if possible, should be submitted by 30 September 1989 to:

David L. Johnston  
Principal and Vice-Chancellor  
McGill University  
845 Sherbrooke St. W.  
Montreal, PQ H3A 2T5



### Vice-Principal(e) (Recherche) et Doyen(ne) de la Faculté d'études supérieures

L'université est à la recherche d'un(e) candidat(e) pour le poste de vice-principal(e) (recherche) et doyen(ne) de la faculté d'études supérieures, à compter du 1<sup>er</sup> septembre 1990 dans le cadre d'un mandat de cinq ans, renouvelable.

Le(la) vice-principal(e) (recherche) a sous sa responsabilité le bureau de recherche industrielle qui regroupe le bureau des contrats de recherche, le bureau des inventions et brevets, McGill International, le bureau des subventions de recherche et le bureau de biotechnologie.

Le(la) doyen(ne) de la faculté d'études supérieures relève du vice-principal (enseignement) au chapitre du contrôle et de l'administration des programmes d'enseignement, des budgets et de toutes les activités de la faculté d'études supérieures. Le(la) candidat(e) doit posséder une solide expérience administrative et universitaire et s'exprimer avec aisance en anglais comme en français.

Conformément à la législation canadienne en matière d'immigration, cette offre d'emploi s'adresse en premier aux citoyens(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

Faire parvenir les candidatures, accompagnées d'un curriculum vitae et du nom de trois répondant(e)s, si possible, avant le 30 septembre 1989 à:

Monsieur David L. Johnston  
Principal et vice-chancelier  
Université McGill  
845, rue Sherbrooke ouest  
Montréal (Québec) H3A 2T5





## UNIVERSITY OF MANITOBA FACULTY OF SCIENCE INDUSTRIAL RESEARCH CHAIR IN FERMENTATION TECHNOLOGY

Applications are invited for a Senior tenured or tenure track appointment effective 1 July 1990 as Industrial Research Professor in Fermentation Technology. The Chair has been established through a five year funding program from the Natural Sciences and Engineering Research Council in collaboration with an industrial sponsor. The Chairholder will be expected to take the lead in developing a research program in fermentation technology. Candidates must have an international status in the field and will be expected to interact in the research and development fields of ABI Biotechnology Inc.

The Chairholder will be expected to attract significant research contracts from industry to augment the substantial funding for equipment, research staff, and operating expenses which are available.

The applicant should have a Ph.D. degree and at least ten years of industrial research experience or equivalent education and experience. Salary is negotiable. The Chair is primarily a research position, and as such teaching loads will be light with the emphasis on graduate student teaching and research.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applicants should arrange to have three letters of reference, curriculum vitae, recent reprints and a brief description of present and prospective research forwarded to: P. Loewen, Chairman Search Committee, Department of Microbiology, The University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2.

Applications and/or nominations will be accepted up to the 30th September 1989, or until the position is filled.

## Cardiovascular Research Scientist

The Research Institute at The Hospital for Sick Children is offering a staff position in its Division of Cardiovascular Research with the opportunity for cross-appointment to a Basic Science Department at the University of Toronto. We are seeking a scientist (Ph.D. or M.D.) with post-doctoral training and expertise in molecular biology who is capable of establishing a vigorous independent research programme within the context of a team of five investigators. The programme's focus is the developmental biology of the myocardium and blood vessels and their adaptation to stress. Excellent facilities and space are available.

Please send curriculum vitae, including three referees and quoting file number D073, to: Marlene Rabinovitch, M.D. Director of Cardiovascular Research, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario M5G 1X8



THE HOSPITAL  
FOR SICK CHILDREN

## Research Scientist

### Cystic Fibrosis Research Development Program

An independent staff position is available for an individual currently working in the area of protein structure or possibly a related area of molecular science. The position provides the opportunity to interact with members of a Research group working on a major children's disease in which significant advances are currently being made at the molecular level.

New lab space and start up assistance are available. The HSC Research Institute is affiliated with the University of Toronto and academic cross appointments are possible. Our aim is to fill this position by the beginning of 1990. Please submit a resume and 3 letters of reference, quoting file #D071, to: Dr. Jack Riordan, Director, Cystic Fibrosis Research Development Program, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario M5G 1X8



THE HOSPITAL  
FOR SICK CHILDREN



The School of Landscape Architecture is seeking to fill a full-time, 12-month, tenure track position in Landscape Architecture at the Assistant Professor level. The primary focus is directed toward undergraduate and graduate education in design, project implementation, professional practice and land development. The School offers a five-year B.L.A. program with 175 students and two- or three-year M.L.A. program with 35 students. Guelph is located approximately one hour's drive from the City of Toronto which is a major cultural and commercial center. The School has substantial linkages with other departments in the University especially in the fields of planning and development, rural resource management and land arts.

**Qualifications:** Applicants must have a graduate degree in landscape architecture with experience in physical design and the development/implementation process. Candidates are particularly sought who have expertise in design theory and professional practice. Excellence in teaching and research will be sought and the ability to interact well with others in a multidisciplinary setting is a desirable attribute.

**Responsibilities:** Teach courses annually and supervise individual student work as required at the undergraduate and graduate levels. Courses include design studios, professional practice, land development studios, construction and site engineering. Develop and maintain a research program in the individual's area of specialization. Participate on School/University committees.

Applicants should submit a resume, completed projects, and/or research publications and two letters of reference to: Professor Walter Kohn, Director, School of Landscape Architecture, University of Guelph, Guelph, Ontario N1G 2W1. Closing date for applications and supporting material is November 1, 1989. The University of Guelph is committed to Employment Equity.



UNIVERSITY OF MANITOBA

## DIRECTOR OF THE SCHOOL OF ART

The University of Manitoba invites applications and nominations for the position of Director of the School of Art. The School of Art offers general and Honours programs leading to the B.F.A. and B.F.A. (Art History) degrees, and to the diploma in Art. It has 30 academic staff and 6 support staff. During the 1988-89 session, 243 full-time and 144 part-time students were enrolled in the school.

Candidates should be capable of providing creative leadership and sound administration to the school, and should have a distinguished record of artistic and/or scholarly achievement. Post-secondary teaching experience is required and an M.F.A. or a Ph.D. in an appropriate field or equivalent is also required.

The appointment is expected to commence July 1, 1990, and normally will be for a term of five to seven years. Reappointment is possible under the University's policies.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents.

Enquiries, applications and nominations should be forwarded to: Dr. T.P. Hogan, Associate Vice-President (Academic Development) and Chairperson, Advisory Committee for the Director of the School of Art, 208 Administration Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

The first review of candidates will take place after November 1, 1989.



## DEAN FACULTY OF APPLIED SCIENCE QUEEN'S UNIVERSITY AT KINGSTON

The University invites nominations and applications for the position of Dean of the Faculty of Applied Science. The appointment is for a renewable five-year term, commencing July 1, 1990 and will include a continuing academic appointment. The Dean provides academic and administrative leadership to a diverse group of academic departments which include about 100 faculty members and 2100 graduate and undergraduate students. The Dean is assisted by two Associate Deans; together with the ten department heads, they are responsible for academic planning and development in the Faculty.

The Dean reports directly to the Principal and has responsibility for the supervision of the undergraduate teaching programmes, research activities, professional service, budget and staffing of the Faculty. As the administrative head of one of the University's principal academic units, the Dean will be closely involved in wider University affairs.

The successful candidate will have had substantial administrative experience at a senior level, an outstanding record of achievement in Applied Science and will have demonstrated excellence in teaching, research and administration.

Applications are invited equally from female and male candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations together with the names of three referees should be submitted by November 3, 1989 to:

Dr. David C. Smith  
Principal and Vice-Chancellor  
Queen's University  
Kingston, Canada  
K7L 3N6



## QUEEN'S NATIONAL SCHOLARS (Faculty Appointments)

QUEEN'S UNIVERSITY AT KINGSTON invites applications from outstanding scholars for faculty appointments in the life, physical and social sciences, the humanities, business, education, engineering, law, medicine, nursing, rehabilitation therapy, and industrial relations, public administration and urban and regional planning. Preference will be given to scholars in the early- or mid-career stages.

These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. Another objective is to provide an opportunity to improve the proportion of women on faculty.

Under a special "Queen's National Scholar" program these appointments will be either bridging appointments to regulate tenure track positions or special shorter term appointments. THE MAIN CRITERION OF INTEREST TO THE SELECTION COMMITTEE IS ACADEMIC EXCELLENCE REGARDLESS OF OTHER CONSIDERATIONS. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Each application should include a curriculum vitae and a brief statement of current and prospective research interests (if not included in the vitae). Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from three referees sent directly to the address below. The deadline for the receipt of completed applications, including letters of reference, is October 13, 1989 for decision in December, 1989 or January 19, 1990 for decision in March, 1990.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Canada, K7L 3N6.





## Dalhousie University

### Dean of the Faculty of Science

The current term of the Dean of the Faculty of Science comes to an end in June 1990. Persons interested in applying for the position should write to the Secretary of the Advisory Committee, giving full details of teaching, research and administrative experience, and including the names of referees who can be contacted by the Committee.

The Faculty of Science at Dalhousie is composed of nine academic departments, and includes approximately 200 full-time equivalent faculty members. The Dean is expected to provide academic leadership to the Faculty, and is responsible for advising the President on appointments, promotions, tenure, and budgetary matters. The appointment is normally for a five-year term.

Dalhousie University has an affirmative action policy with respect to the hiring of women.

In accordance with Canadian immigration requirements this advertisement is addressed to Canadian citizens and landed immigrants.

Applications and nominations will be treated in confidence, and should reach the Secretary no later than November 15, 1989. Submissions should be addressed to:

Dr. Christopher Helleiner  
Secretary, Advisory Committee on the Deanship  
c/o Office of the President  
Dalhousie University  
Halifax, Nova Scotia  
Canada B3H 4H6



University of Alberta  
Edmonton

## Chair Department of Family Medicine

The Faculty of Medicine is searching for an outstanding academic family physician with administrative experience who, as Chair, will provide leadership and foster excellence in primary health care, teaching, and research in the Department of Family Medicine.

The Department of Family Medicine has 10 full-time members located in three clinics at the Royal Alexandra Hospital, the Misericordia Hospital, and the General Hospital (Grey Nuns) of Edmonton. In addition there are over 100 part-time members of the Department in the community and teaching hospitals. The Department is involved in undergraduate medical education through the teaching of clinical skills and the supervision of a one-month community practice experience. The two-year postgraduate Family Medicine training program has 40 positions in each year. Primary care research is developing with support from the epidemiology program of the Department of Health Services Administrative and Community Medicine. There is significant potential for further research development.

This appointment will be at the rank of full Professor with salary commensurate with qualifications and experience. Applicants should reply by November 15, 1989 enclosing a Curriculum Vitae and the names of three referees to:

Dr. Douglas R. Wilson  
Dean, Faculty of Medicine  
University of Alberta  
2J2.00 W.C. Mackenzie Health Sciences Centre  
Edmonton, Alberta T6G 2R7

The University of Alberta is committed to the principle of equity in employment.

### Commissioned Research

Next spring the Canadian Institute for International Peace and Security will award two contracts for Commissioned Research projects. The maximum amount of each award will be \$100,000 for a two-year project. Awards will normally go to Canadians or teams of researchers in which Canadians are prominent. Proposals should be in one of the following subject areas:

#### On national defence and the Canadian economy

Topic: In light of Canada's defence needs and possible future defence budgets, what policies should this country pursue in the field of defence industrial production?

#### On nuclear proliferation in the 1990s

Topic: Is the spread of nuclear weapons and the continuing development of nuclear arsenals leading to a crisis in non-proliferation and in international stability? What are the major issues confronting the international community in this field and what policies should Canada pursue to tackle them?

The deadline for submissions is 31 January 1990. Awards will be decided by the Research Committee of the Board, and announced in May 1990. Additional written information on these awards may be obtained by contacting: *The Research Division, The Canadian Institute for International Peace and Security, Constitution Square, 360 Albert Street, Ottawa, Ontario, K1R 7X7; Tel: (613) 990-1593.*

### Projets de recherche commandés

Le printemps prochain, l'Institut canadien pour la paix et la sécurité internationales attribuera deux contrats pour l'exécution de projets de recherche. Le montant maximal qui sera accordé dans chaque cas sera de 100 000 \$ pour un projet de deux ans. Les contrats seront généralement accordés à des Canadiens ou à des équipes de chercheurs comprenant principalement des Canadiens et des Canadiennes. Les propositions doivent concerner l'un des domaines suivants:

#### Le défense nationale et l'économie canadienne

Thème: Vu les besoins du Canada en matière de défense et les budgets qu'il pourrait approuver dans l'avenir dans ce domaine, quelles politiques le pays devrait-il poursuivre relativement à la production industrielle de défense?

#### La prolifération nucléaire dans les années 1990

Thème: La propagation des armes nucléaires et l'accroissement continu des arsenaux nucléaires compromettent-ils gravement les efforts de non-prolifération et la stabilité internationale? Quelles grandes questions la collectivité mondiale devra-t-elle résoudre à cet égard et quelles politiques le Canada devrait-il poursuivre pour y trouver réponse?

La date limite pour la présentation des propositions a été fixée au 31 janvier 1990. Le comité de la recherche, qui relève du conseil d'administration, annoncera son choix en mai 1990. Pour obtenir plus de documentation écrite sur ces contrats, prière de communiquer avec: Le Directeur de la recherche, Institut canadien pour la paix et la sécurité internationales, Constitution Square, 360, rue Albert, Ottawa (Ontario) K1R 7X7; Tel: (613) 990-1593.

### CENTRE FOR STUDIES IN DEFENCE RESOURCES MANAGEMENT



### CENTRE D'ÉTUDES DE GESTION DES RESSOURCES DE LA DÉFENSE

## CSDRM SOLICITED RESEARCH PROGRAM

Next spring the Centre for Studies in Defence Resources Management (CSDRM) will be issuing research funding to successful applicants doing work in the field of defence economics and defence resources management.

Awards will be made up to the \$50,000 limit of the total program. Thus, it might be that several projects are funded concurrently.

Proposals should be related to one of the following areas:

1. The Economic, Political and Security Impacts for Canada of the 1992 European Economic Community Unified Market.
2. Real Growth in Defence Spending: Prospects for DND to the Year 2003.
3. The Effect of DND Procurement on the Viability and Competitiveness of the Canadian Defence Industrial Base.

In exceptional cases, proposals unrelated to the above topics but with a defence economics application to Canada will be considered.

Research funds will normally go to Canadians or teams of researchers in which Canadians are prominent.

The deadline for submissions is 15 December 1989. Acceptable proposals will be determined by the Director, CSDRM on recommendation of the CSDRM Advisory Committee, and announced by 15 March 1990, for funding by April 1990.

Additional written information on this program, including topic details; and criteria and procedures for solicited research program applicants, may be obtained by contacting:

Centre for Studies in Defence Resources  
Management  
National Defence College  
Fort Frontenac  
Kingston, Ontario  
K7K 5L0  
Tel.: (613) 541-5926

## PROGRAMME DE RECHERCHE SOLLICITÉE DU CEGRD

Le printemps prochain, le Centre d'études de gestion des ressources de la défense (CEGRD) distribuera des fonds de recherche aux candidats choisis qui oeuvrent dans le domaine de l'économie de la défense et de la gestion des ressources de la défense.

Les bourses seront distribuées à partir du montant total du programme, de 50 000 \$. Par conséquent, plusieurs projets pourraient être financés en même temps.

Les propositions doivent porter sur un des domaines suivants:

1. Les effets du marché unifié de la Communauté économique européenne de 1992 sur l'économie, la politique et la sécurité du Canada.
2. La croissance réelle en dépenses de la défense: les perspectives du MDN jusqu'à l'an 2003.
3. L'effet des acquisitions du MDN sur la viabilité et la compétitivité de l'infrastructure industrielle de la défense canadienne.

Dans des cas exceptionnels, on étudiera des propositions qui ne sont pas reliées à ces sujets, mais qui s'appliquent à l'économie de la défense au Canada.

Les fonds de recherche seront accordés en règle générale à des canadiens ou à des équipes de chercheurs à majorité canadienne.

La date limite de soumissions est le 15 décembre 1989. Le directeur du CEGRD choisira les propositions gagnantes, sur la recommandation du comité consultatif du CEGRD, et avisera les candidats avant le 15 mars 1990; le financement se fera en avril 1990.

On peut obtenir des renseignements supplémentaires écrits, y compris des détails sur les sujets, ainsi que sur les critères et les formalités de demande pour les candidats au programme de recherche sollicitée, en communiquant avec le:

Centre d'études de gestion des ressources  
de la défense  
Collège de la Défense nationale  
Fort Frontenac  
Kingston (Ontario)  
K7K 5L0  
N° de téléphone: (613) 541-5926



**Head — Department of Medicine**

The University of Calgary Faculty of Medicine invites applications and nominations for the position of Head of the Department of Medicine.

We are searching for an outstanding academic physician with proven administrative leadership, clinical skills and research experience. The successful candidate will relate to the practising community and the affiliated teaching hospitals.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

Applications and nominations, including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees, should be forwarded by September 30, 1989 to:

Dr. M. Watanabe, Dean, Faculty of Medicine, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta, T2N 4N1.



## UNIVERSITY OF WATERLOO CHAIR

**Department of Economics**

Applications are invited for the position of Chair of Economics at the University of Waterloo. The Candidate must be an academic leader with a strong research record and with demonstrated managerial skills. The term in the chair is normally three years renewable for a further three years.

In accordance with Canadian Immigration requirements this ad is directed to Canadian Citizens and Permanent Residents. The University is an Employment Equity Employer and particularly encourages applications from women. An appointment commencing September 1, 1990 is preferred.

Applications will be considered to December 31, 1989.

A letter, detailed C.V. and names of three references should be sent to Dr. Robin K. Banks, Dean of the Faculty of Arts, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. FAX 519-884-8995.

## THE UNIVERSITY OF WESTERN ONTARIO CHAIR, DEPARTMENT OF ANTHROPOLOGY

Nominations and applications are invited for the position of Chair of the Department of Anthropology, Faculty of Social Science, effective July 1, 1990.

A Senate Selection Committee recommends an appointment for a three to five-year term, renewable.

Nominations and applications should be sent to:

Chair of the Selection Committee  
Office of the Dean  
Faculty of Social Science  
The University of Western Ontario  
London, Ontario, Canada N6A 5C2

The deadline for submission is January 1, 1990.

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.



University of Alberta  
Edmonton

## Construction Engineering Professor Department of Civil Engineering

Applications are invited for a full-time tenure-track position in the field of Construction Engineering commencing July 1, 1990. The intention is to appoint at the Assistant Professor level (salary range \$34,970 to \$48,876), however, higher levels will be considered if appropriate.

The applicants should have a Ph.D. with specialization in construction engineering, construction management or construction materials. Practical construction experience will be a definite asset. The successful applicant will be expected to (a) instruct in undergraduate and graduate level courses in construction engineering, management and concrete and other construction materials, (b) assist at the undergraduate level in other aspects of Civil Engineering education, (c) engage in research and direct graduate students in the above fields, and (d) be eligible for registration as a Professional Engineer.

The University of Alberta, founded in 1908, is one of the largest universities in Canada. It is situated in Edmonton, a city of 600,000. On average there are 80 students in the graduating class and 110 graduate students in Civil Engineering.

Application deadline: November 30, 1989.

In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Submit applications including resume, employment history and names and addresses of referees to:

Professor J.G. MacGregor, Chairman  
Department of Civil Engineering  
University of Alberta  
Edmonton, Alberta, Canada T6G 2G7  
Telephone (403) 492-5114  
FAX (403) 492-0249

The University of Alberta is committed to the principle of equity in employment.



## HEALTH PROMOTION SPECIALIST UNIVERSITY OF SASKATCHEWAN

Applications are invited for the position of Health Promotion Specialist to work jointly with the Saskatchewan Heart and Stroke Foundation Epidemiology Unit and the Health Status Research Unit in the Department of Community Health and Epidemiology. This is a senior research position without term. The Specialist will conduct studies and provide consultation to communities and agencies in the design, implementation and evaluation of health promotion programs and strategies.

The successful candidate will have training or experience in such areas as program planning and evaluation, community development, or social marketing. Excellent communications skills are essential. Preference will be given to individuals with Ph.D. in the social or health sciences or education. Salary will be commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Send curriculum vitae and names and addresses of three referees to:

Dr. Brian Habbick, Professor and Head  
Department of Community Health and Epidemiology  
University of Saskatchewan  
Saskatoon, Saskatchewan, Canada S7N 0W0



The School of Landscape Architecture is seeking to fill a full-time, 12-month, tenure track position in Landscape Architecture at the Assistant Professor level. The primary focus is directed toward undergraduate and graduate education and research in design and the socio-cultural aspects of planning for the built environment. The School offers a five-year B.L.A. program with 175 students and two- or three-year M.L.A. program with 36 students. Guelph is located approximately one hour's drive from the City of Toronto which is a major cultural and commercial center. The School has substantial linkages with other departments in the University especially in the fields of planning and development, rural resource management and fine arts.

**Qualifications:** Applicants should desirably have a Ph.D. degree in landscape architecture or architecture with experience in design and a related social science discipline (i.e. sociology, anthropology, psychology). Candidates are particularly sought who have expertise in design theory as it relates to social and cultural factors, demonstrated experience in human settlement projects, housing, open space, and program development are desirable. Excellence in teaching and research specializations are necessary pre-requisites.

The School is expanding its research programs and pursuing innovative teaching and research methodologies including computer aided design and drafting, geographic information systems and design visualization and simulation studies using our GIS computers. The successful applicant will have the opportunity to work with faculty in the School and in related departments in the University including the School of Rural Planning and Development.

Salary will be dependent on qualifications and experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.

**Responsibilities:** Teach courses annually and supervise individual student work as required at the undergraduate and graduate levels. Courses include design studios, planning theory and methods, policies in recreation and leisure, open space systems planning and seminars in housing and community development. Develop and maintain a vigorous research program in the individual's area of specialization. Participate on School/University committees.

Applicants should submit a resume, completed projects, and/or research publications and two letters of reference to: Professor Walter Kahn, Director, School of Landscape Architecture, University of Guelph, Guelph, Ontario N1G 2W1. Closing date for applications and supporting material is November 1, 1989. The University of Guelph is committed to Employment Equity.



University of Alberta  
Edmonton

## Dean Faculty of Pharmacy and Pharmaceutical Sciences

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Pharmacy and Pharmaceutical Sciences. Located in Edmonton, Alberta, the University of Alberta is a comprehensive public university with an enrolment of approximately 30,000 full-time and part-time students. The appointment will take effect July 1, 1990 or as soon as possible thereafter.

The Faculty of Pharmacy and Pharmaceutical Sciences offers a four-year undergraduate program leading to the Bachelor of Science in Pharmacy Degree. Programs leading to the M.Pharm, M.Sc., and Ph.D. degrees in various disciplines in Pharmacy are also available. Current enrolment is approximately 420 undergraduate students and 45 graduate students. There are 20 full-time academic staff and 12 support staff. The Faculty also maintains a strong research program including cooperative projects with the Faculty of Medicine, University of Alberta Hospitals and the Cross Cancer Institute, in addition to an international collaborative research program.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic program, budget, and all activities of the Faculty. Candidates should have a demonstrated capacity for collegial leadership, strong academic qualifications, and proven administrative ability. Knowledge of pharmacy in Canada is desirable.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by November 30, 1989 to:

Dr. J. Peter Meekison  
Vice-President (Academic)  
Third Floor University Hall  
University of Alberta  
Edmonton, Alberta, Canada  
T6G 2J9

The University of Alberta is committed to the principle of equity in employment.





### DEAN, SOCIAL SCIENCES

Brock University invites applications and nominations for the position of Dean, Faculty of Social Sciences, to take office on July 1, 1990.

The Faculty includes the Departments of Economics, Geography, Politics, Psychology and Sociology, the Institute of Urban and Environmental Affairs, the Institute of Applied Human Development (programs in Applied Linguistics, Child Studies, Health Studies and Labor Studies) and interdepartmental programs in Asian Studies and Communication Studies. Pass and Honours degree programs are offered in all departments and institutes and a Masters degree program in Politics. The Faculty has over 80 full-time faculty members and approximately 2,060 FTE students.

The University seeks an individual with an outstanding record of academic achievement in both teaching and research, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

Candidates should submit an up-to-date curriculum vitae and the names of three referees to:



Mr. P. Beard  
Secretary to the University  
Brock University  
St. Catharines, Ontario  
L2S 3A1

The closing date for the receipt of applications is November 1, 1989.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Brock University is an equal opportunity employer.



**Hong Kong Polytechnic**

### READERSHIPS

Hong Kong Polytechnic intends to improve its support of research through the addition of a limited number of Readership posts to those that have existed since 1987. The Polytechnic has been operating M. Phil. degrees since September 1986 and has been allowed to register Ph.D. candidates as from March 1989. Financial support is normally available for good research proposals either from internal or external sources.

Readers have a special role to play in fostering and encouraging the research environment of the Polytechnic. They are expected to achieve this by combining some of the following activities:

- engaging in personal research
- providing research leadership
- creating research links with the private sector
- developing interdisciplinary research interests
- seeking external research funding
- undertaking a limited amount of advanced teaching

Applications are sought for the following posts:

### READER IN THE DIVISION OF BUSINESS & MANAGEMENT STUDIES

This Division consists of 4 Departments: Accountancy, Business Studies, Management and Hospitality Management. The Reader will be expected to have a substantial research record related to one of these departments and an ability to assist in the development of the Divisional research effort. Experience in the design and teaching of M.B.A. programmes would be of interest.

### READER IN THE DIVISION OF CONSTRUCTION & LAND USE

This Division has 4 Departments: Building & Surveying, Building Services Engineering, Civil Engineering and Land & Engineering Surveying. The Reader will be expected to have a substantial research record related to one of these departments and an ability to assist in the development of the Divisional research efforts.

### READER IN ELECTRONIC ENGINEERING

This post is available in the Department of Electronic Engineering. Preference will be given to candidates with experience in the following areas: parallel processing, CAD, VLSI design, satellite and data communications and computer aided testing.

### READER IN PRECISION ENGINEERING

This post will be shared between the Departments of Manufacturing Engineering and Mechanical & Marine Engineering. Preference will be given to candidates with proven experience in Flexible Assembly Technology for precision products.

### READER IN COMPUTING STUDIES

This post will be available in the Department of Computing Studies. Preference will be given to candidates with proven experience in one or more of the following areas: Information Management, Strategic Planning for Information Systems, Management Support Systems for decision making, intelligent knowledge based systems Computer aided development methods.

### READER IN DESIGN STUDIES

This post will be available in the School of Design. The School is particularly interested in applicants with experience in CAD, Computer Animation, 3D Modelling, Ergonomic Design, Design for the disabled.

### READER IN PHYSICAL CHEMISTRY

This post will be available in the Department of Applied Biology & Chemical Technology. Preference will be given to candidates with proven experience in one of the following: molecular spectroscopy, vibronic analysis or computer interfacing of spectrometers.

### Salaries & Conditions of Service

(HK\$316,800-HK\$393,240 p.a. currently under review)

Appointment on a contract basis of two or four years based on mutual agreement between the candidate and the Polytechnic. Upon completion of the contract, a gratuity equal to 25% of basic salary received over entire contract period is payable. Other benefits include medical and dental schemes, leave, subsidized accommodation, children's educational allowances and passages for overseas appointees.

Further information and application forms are obtainable from the General Secretariat, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong. (Please state the post applied for). Completed application forms should be returned to the same office by 30 September 1989. (Fax No.: 852 3 7643374).

## ÉCOLE POLYTECHNIQUE

### LE POSTE

Le département de génie métallurgique de l'École Polytechnique sollicite des candidatures pour combler un poste de professeur(e). La personne choisie sera appelée à participer à l'enseignement à tous les niveaux d'études. Elle devra également participer à des activités de recherche prioritaires du département et éventuellement développer son propre axe de recherche.

Cette personne donnera des cours de premier cycle à l'intérieur du programme de génie des matériaux aussi bien qu'aux études supérieures, en particulier les cours sur les céramiques et les réfractaires. Elle possèdera une capacité de poursuivre une activité de recherche en science des matériaux avec une forte composante dans le domaine des céramiques et réfractaires. Une expérience pertinente est nécessaire.

L'entrée en fonction devra se faire le 1er janvier 1990.

### QUALIFICATIONS :

La personne choisie aura obtenu un doctorat (Ph.D.) en métallurgie ou en génie des matériaux ou possèdera un diplôme jugé équivalent. Un premier diplôme d'ingénieur est un atout. La préférence sera donnée à celle qui a déjà acquis une expérience dans le domaine des céramiques ou des réfractaires.

### TRAITEMENT ET AVANTAGES SOCIAUX :

Le traitement et les avantages sociaux seront déterminés conformément aux politiques en vigueur à l'École Polytechnique.

NB Conformément aux exigences du Canada en matière d'immigration, la priorité sera accordée aux citoyens canadiens ou aux résidents permanents

Le plus grand établissement universitaire de formation d'ingénieurs au Canada.

## Professeur(e) Département de génie métallurgique

Nous offrons des chances d'emploi égales à tous

Les dossiers de candidature, avec curriculum vitae et références, doivent parvenir avant le 1er novembre 1989, à

Le Directeur  
Département de génie  
métallurgique  
École Polytechnique  
C.P. 6079, succursale A  
Montréal (Québec)  
H3C 3A7



## Department of Biology

The Biology Department seeks to fill a tenure track position in Developmental Botany. Preference will be given to candidates who complement areas of specialization within the Department. These would include, but are not limited to, physiology, cytology, or plant ecology. Applicants must have a Ph.D. and be committed to research and teaching. The successful candidate will be expected to develop a vigorous research program, interacting with existing researchers and participate in undergraduate and graduate education. Appointment would be at the Assistant Professor level.

Applicants should submit a letter of application, a statement of their research interests, and a curriculum vitae with names of three potential referees to:

Dr. Richard T. Riding, Chairman  
Department of Biology  
University of New Brunswick  
Bag Service #45111  
Fredericton, New Brunswick  
E3B 6E1



Closing date is 30 September 1989 or as soon as the position has been filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principles of employment equity.

UNIVERSITY OF NEW BRUNSWICK



University of Alberta  
Edmonton

## Environmental Engineering Professor

### Department of Civil Engineering

Applications are invited for a full-time tenure-track position in the field of Environmental Engineering commencing July 1, 1990 or before. The intention is to appoint at the Assistant Professor level (salary range \$34,970 to \$48,876), however, higher levels will be considered if appropriate. Applicants should have a Ph.D. with specialization in either solid waste management, environmental risk assessment or both. Practical experience will be a definite asset. The successful applicant will be expected to (a) engage in research and direct graduate students in the above fields, (b) instruct in undergraduate and graduate level courses in environmental engineering and environmental risk assessment, (c) assist at the undergraduate level in other aspects of Engineering education, and (d) be eligible for registration as a Professional Engineer.

The University of Alberta, founded in 1908, is one of the largest universities in Canada. It is situated in Edmonton, a city of 600,000. On average there are 80 students in the graduating class and 110 graduate students in Civil Engineering of whom 25 are in Environmental Engineering.

Application deadline: October 31, 1989.

In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Submit applications including resume, employment history and names and addresses of referees to:

Professor J.G. MacGregor, Chairman  
Department of Civil Engineering  
University of Alberta  
Edmonton, Alberta, Canada T6G 2G7  
Telephone (403) 492-5114  
FAX (403) 492-0249

The University of Alberta is committed to the principle of equity in employment.

## Assistant Professor Wildlife Ecology Department of Forest Sciences University of British Columbia

The Department of Forest Sciences invites applications for a tenure track position in wildlife ecology and management, effective 1 January 1990. The Department is strengthening its emphasis on integrated resource management and is seeking additional expertise in this area. Candidates must have a Ph.D. in wildlife ecology or related field and research experience with small mammals in forestry-wildlife relations. Experience with wildlife damage in forests is desirable. Responsibilities include research on wildlife damage and habitat management (opportunity to pursue other interests as well), teaching forestry-wildlife relations, and supervising graduate students. Salary commensurate with experience, in assistant professor range.

Applicants should include a letter of interest, curriculum vitae, and the names, addresses, and telephone numbers of three referees. Applications will be accepted for this position until 30 September 1989. Applications should be addressed to:



Professor D.P. Lavender, Head,  
Department of Forest Sciences,  
University of British Columbia,

Vancouver, B.C.  
V6T 1W6 (604) 228-4166.

The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The position is subject to final budgetary approval.



University of Alberta  
Edmonton

## Chair Department of Psychiatry

The Faculty of Medicine is searching for an outstanding academic psychiatrist with proven administrative experience who, as Chair, will provide leadership and foster excellence in patient care, teaching, and research in the Department of Psychiatry. The individual will also undertake the responsibilities of the position of Chair of the Department of Psychiatry at the University of Alberta Hospitals in the new W.C. Mackenzie Health Sciences Centre.

The Department of Psychiatry has 12 full-time and 85 part-time members of staff with broad interests including child psychiatry and geriatric psychiatry. Major department strength is located at the University of Alberta Hospitals. The Alberta Hospital, Edmonton and four affiliated teaching Hospitals are also actively involved in educational programs for a medical school of 480 students, postgraduate experience for internship and family medicine trainees, and a specialty training program with 21 positions. Major research programs are in neuropsychopharmacology and the epidemiology of mental illness. The Alberta Heritage Foundation for Medical Research has provided substantial support for these developments.

This appointment will be at the rank of full Professor with salary commensurate with qualifications and experience. Applicants should reply by November 15, 1989 enclosing a Curriculum Vitae and the names of three referees to:

Dr. Douglas R. Wilson  
Dean, Faculty of Medicine  
University of Alberta  
212.00 W.C. Mackenzie Health Sciences Centre  
Edmonton, Alberta T6G 2R7

The University of Alberta is committed to the principle of equity in employment.



UNIVERSITY OF SASKATCHEWAN  
DEAN OF NURSING

Applications and nominations are invited for the position of Dean of Nursing. The position will become vacant on August 1, 1989. The initial term of appointment is normally for five years and may be renewed by mutual agreement.

The University of Saskatchewan has approximately 17,000 full-time and part-time students registered in fourteen colleges and two schools. It has a well developed health sciences program and is the only University in Canada to have Colleges of Dentistry, Medicine, Nursing, Pharmacy, Veterinary Medicine, and a School of Physical Therapy. The University Hospital is also located on campus.

The College of Nursing was established as a school in 1938 and became a College on July 1, 1973. Two programs leading to the baccalaureate degree in nursing (B.S.N.) are offered: a four-year direct entry program and a post-R.N. program. A revised program, with a pre-nursing year followed by a four-year B.S.N. program, will be implemented in 1990. The College also offers a graduate program leading to the Master of Nursing (M.N.) degree.

Enrolment in the College for 1988-89 was 285 full-time direct entry undergraduates, and approximately 60 post-R.N. students. Currently, the College has 26 full and 10 part-time faculty.

The successful applicant will have an established reputation as an academic scholar and teacher, and possess the necessary administrative experience and skills to provide leadership for the continuing development of the academic and research programs of the College.

Nominations and applications with complete resumes will be accepted until October 1, 1989 and should be submitted to:

Dr. B.R. Schell  
Vice-President (Academic)  
University of Saskatchewan  
Saskatoon, Saskatchewan  
S7N 0W0



University of Alberta  
Edmonton

## Professeur(e) en Éducation

Faculté Saint-Jean: La Faculté Saint-Jean sollicite des candidatures au poste de professeur(e) adjoint(e) ou agrégé(e) en didactique des sciences et des mathématiques (à l'élémentaire et/ou au secondaire). Ce poste ouvre la voie à la permanence.

Exigences: Doctorat désirable. Maîtrise exigée. De l'expérience au niveau universitaire dans l'enseignement de la didactique des sciences et des mathématiques. De l'expérience dans le domaine de l'informatique et des applications pédagogiques de l'ordinateur. De l'expérience dans l'enseignement à l'élémentaire ou au secondaire serait un atout.

Responsabilités: Enseignement au niveau du baccalauréat des cours de didactique des sciences et des mathématiques et de cours traitant des applications pédagogiques de l'ordinateur.

Encadrement de stagiaires.

Traitement: Varie de 34,970\$ à 45,352\$ (échelle 1989-90) en fonction des titres et de l'expérience.

Date d'entrée en fonction: Le 1er juillet 1990.

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

La date limite de réception des demandes est le 15 novembre 1989. Prière d'envoyer un curriculum vitae et les noms de trois répondants à:

Dr. J.A. Bour, Doyen  
Faculté Saint-Jean  
University of Alberta  
8406 rue Marie-Anne Gaboury  
Edmonton, Alberta T6C 4G9  
University of Alberta adhère activement au principe de l'équité en matière d'emploi.





## University of Regina

INVITES APPLICATIONS AND NOMINATIONS  
FOR THE POSITION OF

### DEAN OF THE FACULTY OF FINE ARTS

The Dean will provide effective leadership and sound administration to a Faculty of 45 academic and support staff and approximately 255 undergraduate and graduate students. Its programs include Bachelor of Arts, Bachelor of Fine Arts, Master of Fine Arts, Bachelor of Music, and Bachelor of Music Education degrees. The Faculty of Fine Arts is a newly-formed faculty at the University of Regina, containing four distinct departments: Visual Arts, Drama, Film and Video and Music. These four departments were previously housed in the College of Fine Arts, established in 1977 within the Faculty of Arts.

The Dean will provide strong representation for the Faculty within the University and the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching and research/creative activity in a relevant Fine Arts discipline, and an understanding of the integral relationship between undergraduate education, research and graduate studies.

The appointment will commence on July 1, 1990, and will normally be for a term of five years. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens or permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by November 30, 1989, to:

Dr. Brian L. Searle  
Vice-President (Academic)  
University of Regina  
Regina, Saskatchewan S4S 0A2



## University of Alberta Edmonton

### Chair Department of Geography

Applications and nominations are invited for the position of Chair of the Department of Geography at the University of Alberta. The Department of Geography offers both Arts and Science degrees at the undergraduate and graduate levels. It currently consists of twenty-five (25) academic staff, fourteen (14) support staff and sixty-five (65) graduate students.

We are seeking candidates with excellent leadership qualities, an outstanding research record and a dedication to teaching at the undergraduate and graduate levels.

This position will be available July 1, 1990 and the salary and rank will be commensurate with experience. Applications or nominations, including a detailed curriculum vitae and the names of three referees, should be received by December 1, 1989 and addressed to:

Dr. W. John McDonald  
Dean of Science  
University of Alberta  
Edmonton, Alberta, Canada  
T6G 2E9

*The University of Alberta is committed to the principle of equity in employment.*



## NATIONAL UNIVERSITY OF SINGAPORE FACULTY OF BUSINESS ADMINISTRATION

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

### Business Policy

Business Policy and Strategy  
Managerial Economics and Industrial Organization  
International Economics and International Business  
Strategic Management

### Organizational Behaviour

Personnel Management/Human Resource Management  
Comparative Management/Cross-cultural Studies

### Decision Sciences

Management Information Systems  
Operations and Production Management  
Operations Research/Statistics

### Marketing

Strategic Marketing  
Industrial Marketing  
Service Marketing

### Finance and Banking

Bank Management  
Accounting  
Financial Markets and Institutions  
International Finance and Banking  
Risk Management and Insurance  
Corporate Finance

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one to two years may be considered.

Gross annual emoluments range as follows:

Lecturer S\$53,160 - 64,200  
Senior Lecturer S\$58,680 - 100,310  
Associate Professor S\$88,650 - 122,870

CS\$1.00 = S\$1.65 approximately

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S\$1,000 or S\$2,000, subsidized housing at nominal rentals ranging from S\$100 to S\$216 p.m., education allowance for up to three children subject to a maximum of S\$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 80% of their gross annual emoluments in a calendar year.

There are eight faculties in the National University of Singapore with a current student enrolment of some 14,000. All departments are well-equipped with a wide range of facilities for teaching and research.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power, an NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail; BITNET to access academic institutions world-wide. In addition, a proposed campus network based on state-of-the-art optical fibre technology will be installed by 1990 to facilitate resource sharing and electronic communication for the academic community. Application forms and further information on terms and conditions of service may be obtained from:

The Director  
Personnel Department  
National University of Singapore  
10 Kent Ridge Crescent  
Singapore 0511; or

The Director  
North America Office  
National University of Singapore  
780 Third Avenue, Suite 2403  
New York, N.Y. 10017, U.S.A.  
Tel: (212) 751-0331

Enquiries may also be sent through BITNET to: PERSEPT @ NUSVM, or through Telefax: (65) 7763948.



## President NOVA SCOTIA COLLEGE OF ART AND DESIGN

The Nova Scotia College of Art and Design is seeking a new President.

Founded in Halifax in 1887, the College is a full degree-granting member of the Association of Universities and Colleges of Canada. The College is unique in Canada in its commitment to engaging its students with the world of art and design. It prepares students to enter professional life as artists, in crafts, visual communication design, environmental planning, and as art educators.

The College offers diplomas, four-year undergraduate degree programs, and graduate degree programs. In the 1988-89 academic year, student enrolment was approximately 500, with a full-time faculty of 48.

The President is the Chief Executive Officer of the College and member of a twenty-three-person Board of Governors, consisting of appointed and elected members, including faculty, students and alumni. The President is responsible for directing the academic and administrative activities of the College.

The College is seeking a leader with proven, senior-level managerial and administrative abilities. He or she should possess appropriate academic credentials and a knowledge of the worlds of art and design. Excellent communications skills and the ability to work well with people are essential.

All applications, nominations and inquiries related to this important and challenging position will be treated in strict confidence.

## GEORGE ENNS PARTNERS INC. Consultants in Executive Search

70 UNIVERSITY AVENUE, SUITE 410, P.O. BOX 14, TORONTO, ONTARIO M5J 2M4, FAX 598-4328



# WANTED:

YOUR MIND FOR RESEARCH.



We're looking for exceptional minds interested in research.

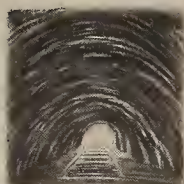
That's why Northern Telecom has designed the University Interaction Program. An ongoing venture where dedicated and visionary university researchers are matched with Northern Telecom technical experts to cooperatively develop science and technology research projects. This important exchange of information, ideas, experience, and technology is a vital contribution to the future of a stronger, more creative science and technology culture in Canada.

And that's why some of the best minds in the following universities are involved in stimulating, rewarding projects this year: Concordia, Manitoba, McMaster, Memorial, New Brunswick, Ottawa, École Polytechnique, Quebec at Montreal, Quebec at Trois Rivières, Queen's, Saskatchewan, St. Mary's, T.U.N.S., Toronto, Waterloo, and Western Ontario.

To join us in developing co-operative research projects for the 1990 University Interaction Program, contact Claudette MacKay-Lassonde, Director, Education and University Research, Northern Telecom Canada Limited, 2920 Matheson Boulevard East, Mississauga, Ontario L4W 4M7 (416) 238-7296, Fax (416) 238-7825.

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There is light at the end of the tunnel.

For example, the mortality rate of cervical cancer has been reduced by a remarkable 75%.  
Please give generously.



University of Alberta  
Edmonton

## Three Tenure-Track Positions Department of Physical Education and Sport Studies

Applications are invited for three tenure-track positions in the Department of Physical Education and Sport Studies, University of Alberta, Edmonton, Alberta. Applicants will be expected to have a doctoral degree in a related field and an active research program. The appointments will be at the assistant or associate Professor level (current salary - \$34,970 - \$65,718 p.a.) and will be effective July 1, 1990 or earlier as negotiated. Department priorities for these positions are in the areas of:

- Health Promotion/Health Psychology
- Outdoor Education
- Exercise Biochemistry

Successful applicants will be expected to teach in the undergraduate and graduate programs, advise graduate students and maintain an active research program. Preference will be given to applicants who can contribute to the broader scope of department needs. The potential also exists for joint appointment with other departments.

The Department of Physical Education and Sport Studies offers a four-year B.P.E. degree, M.A. and M.Sc. degrees and a Ph.D. degree. The undergraduate degree includes a strong discipline, activity and professional focus and offers ten routes of concentration. Graduate degrees are offered in Behavioural, Socio-Cultural and Biological areas.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Further details regarding the Department and these positions are available upon request. Applications, including a description of research and teaching interests, should be accompanied by a curriculum vitae and names of three referees. These should be sent prior to December 15, 1989 to:

H.A. Quinney  
Chair, Department of  
Physical Education and Sport Studies  
University of Alberta  
Edmonton, Alberta T6G 2H9

The University of Alberta is committed to the principle of equity in employment.

## RESEARCH ASSOCIATES — POST DOCTORAL FELLOWS GRADUATE STUDENTS FOR A PROPOSED NETWORK OF CENTRES OF EXCELLENCE CANADF CANADA FLUIDS CALCULS NUMÉRIQUES EN AÉRODYNAMIQUE ET EN DYNAMIQUE DES FLUIDES

CANADF is a Network of Centres of Excellence for research in Computational Fluid Dynamics that has been proposed to the Canadian Federal Government in the context of a national competition. It is expected that the status of the proposal will be determined in late summer 89 and, should it be approved, will be operational by early 1990. The Network groups together 20 universities and several industries. It is estimated that more than 50 university research positions will be available and that 125 graduate students will be enrolled. These positions are spread across Canada, in English and French universities. The research areas comprise: Aerodynamics (external and internal), Power and Process Applications, Environmental Sciences, Computational Astrophysics and Computational Technology. Applications are invited from qualified individuals for immediate and future positions. Additional details will be mailed to applicants. Please provide a résumé and a list of references, and indicate your specific area of interest. Write to Dr. W.G. Habashi, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, Canada H3G 1M8. Please bring this advertisement to the attention of interested colleagues.



## THE UNIVERSITY OF PAPUA NEW GUINEA

Applications are invited from suitably qualified persons for the following positions:

### LECTURER/SENIOR LECTURER IN ANTHROPOLOGY AND SOCIOLOGY W/011010 (Department of Anthropology and Sociology)

The Department has two vacancies from December, 1989. Applicants should have a PhD. Candidates with University teaching experience will be preferred. Knowledge of the Anthropology/Sociology of Melanesia is essential. Opportunities exist for teaching in a range of undergraduate courses and there is considerable scope for the pursuit of research interests. The department is committed to a broadly-based approach to the study of contemporary Papua New Guinea and the application of anthropology/sociology to social policy and planning issues. For further information contact the Head of Department.

### LECTURER/SENIOR LECTURER IN POLITICAL AND ADMINISTRATIVE STUDIES

(Department of Political and Administrative Studies)

1. Position No. W141004 (South East Asia and Public Administration).
2. Position No. W141005 (Political Theory and Methodology).

Applications are invited from suitably trained and experienced academics for either position which will be available from January, 1990. Each position is a fixed two year term.

### SENIOR LECTURER/ASSOCIATE PROFESSOR W091019

(Department of Language and Literature)

The successful applicant is expected to provide academic leadership in teaching a range of language skills (including E.S.P.), ESL, and Applied Linguistics courses and research in language teaching and learning.

Responsibilities include development and co-ordination of courses, supervision of undergraduate and post-graduate students, and research in language learning and teaching. The candidate must have a PhD in ESL/Applied Linguistics and substantial teaching and research experience.

Teaching experience in a developing country is an advantage.

## Goroka Teachers College

### TUTOR/SENIOR TUTOR/LECTURER/SENIOR LECTURER IN SCIENCE EDUCATION G651004 (Department of Science)

Applicants should possess at least a Bachelor's degree in Science and Education qualification. A Master's degree is essential for appointment at Lecturer level. The appointee will be expected to develop and teach courses in any three of the following: - Geology, Physics, Mathematics and Science Teaching Methods.

### TUTOR/SENIOR TUTOR/LECTURER/SENIOR LECTURER IN SOCIAL SCIENCE EDUCATION G661002

(Department of Social Science Education)

Applicants should possess at least a Bachelor's degree in Social Science and an Educational qualification. A Master's

degree is essential for appointment at Lecturer level. The appointee will be expected to develop and teach courses in Sociology and Anthropology and any other courses which the Department deems necessary.

Applicants should have a minimum of five years successful teaching experience at secondary level with tertiary teaching experience desirable. Previous teaching experience in a developing country, particularly in Papua New Guinea, will be regarded highly. Additionally, the appointee will also be expected to supervise trainee teachers from all academic subjects during their teaching practice in high schools throughout Papua New Guinea. Further, the appointee should also be prepared to involve him or herself with in-service programmes.

### TUTOR/SENIOR TUTOR/LECTURER/SENIOR LECTURER IN LANGUAGE STUDIES G621002 (Department of Language Studies)

Applicants should possess a degree in ESL, English Education, or English and experience in TESL. For appointment at the Lecturer level a higher degree is required. Experience in TESL Methodology as well as in designing, writing and teaching English courses would be an advantage. Successful teaching experience at both secondary and tertiary levels in a developing country is especially desirable.

The successful applicant will assist in the teaching and preparation of Language Skills and English major courses for students training to teach Provincial High Schools (grades 7 to 10) as well as in-service courses for experienced teachers, as will also be required to supervise student teachers in English and other subjects during teaching practice throughout Papua New Guinea, which may require absences of up to six weeks from campus.

Salaries: Tutor - K17790 p.a. plus 24% gratuity, Senior Tutor I/Lecturer I - K20795 p.a. plus 24% gratuity, Senior Tutor II/Lecturer II - K22645 p.a. plus 24% gratuity, Senior Lecturer - K24495 p.a. plus 24% gratuity, Associate Professor - K27135 p.a. plus 24% gratuity. (K1 = \$US 1.1505)

Teaching by extension and during Lahara (summer session) is an important part of the University's activities. The successful appointees should be prepared to take part in these outreach activities.

Applications will be treated as strictly confidential and should include a full curriculum vitae, the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are advised to contact their referees to send confidential reports directly to the University without waiting to be contacted.

Applications should be forwarded to the Deputy Registrar (Staffing), P.O. Box 320, University Post Office, Papua New Guinea.

Applications for Goroka Teachers College should be forwarded to the Senior Assistant Registrar, Goroka Teachers College, P.O. Box 1078, Goroka, Eastern Highlands Province, Papua New Guinea.

All applications close on the 30th September 1989.

T.J. Tioti (Mr),  
Registrar.





## BRANDON UNIVERSITY PRESIDENT AND VICE-CHANCELLOR

The Brandon University Board of Governors invites applications and nominations for the above position. Duties to commence 1 August 1990. As Chief Executive Officer the President is responsible for the on-going operations of the University and reports directly to the Board of Governors on which board he/she is a member. As Vice-Chancellor he/she is the Chair of Senate.

The University offers undergraduate degree programmes in Arts, Science, Education, Music and General Studies. The development of special programmes for both non-traditional and mature students continues. A Graduate degree in Music (Music Education and Performance) is currently being offered. A Graduate degree, a field-based Masters Programme, will be offered in 1990 in Education.

Brandon University is active in International Education and continues to be recognized as a leader in the development of nationally recognized programmes for Native Indian populations in Northern Manitoba.

Nominations and applications, by 31 October 1989, should be forwarded to:

**Chair, Board of Governors  
Presidential Search Committee  
Brandon University  
Brandon, MB  
R7A 6A9**



## ST. THOMAS UNIVERSITY FREDERICTON, N.B.

Applications and Nominations are invited for the Position of

## PRESIDENT

St. Thomas University is a church-related institution sponsored by the Roman Catholic Diocese of Saint John, N.B. It is federated with the University of New Brunswick with which it shares library and other academic and physical facilities. It instructs its own students, manages its own finances, and grants its own degrees in Arts, Education, and Social Work. Its full-time enrolment stands at 1350, and its full-time faculty numbers 70.

The president is the chief administrative and academic officer of the institution and is responsible for implementing the policies established by the Board of Governors, and for providing leadership and direction for the University.

The appointment is for a term of five years and is effective July 1, 1990. In appropriate circumstances the term can be renewed. The salary is negotiable.

Written applications or nominations, accompanied by a Curriculum Vitae and a statement of qualifications should be sent before November 1, 1989, to:

**Franklin O. Leger, Q.C.,  
Secretary, Presidential Search Committee,  
P.O. Box 1324, Saint John, N.B. E2L 4H8**

Male and female applicants are equally considered.

Become a UNICEF Volunteer

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## JOINT CENTRE FOR TEACHER DEVELOPMENT



**FACULTY OF EDUCATION  
UNIVERSITY OF TORONTO**

**POST-DOCTORAL FELLOWSHIP**



**THE ONTARIO INSTITUTE  
FOR STUDIES IN EDUCATION**

The Joint Centre for Teacher Development is a joint venture of the Faculty of Education, University of Toronto and the Ontario Institute for Studies in Education. Its aim is to promote and conduct high quality graduate programs and research and field development focussing on teaching, teacher development and teacher leadership.

The Joint Centre for Teacher Development invites applications from scholars of outstanding research record and significant experience in teacher development. Candidates must have obtained their doctorate during the past two years.

The position is initially for one year commencing Fall, 1989, with renewal for a second year, subject to budgetary approval.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including a Curriculum Vitae, and the names of three referees, should be forwarded as soon as possible and no later than October 1 to:

**F. Michael Connelly, Director  
Joint Centre for Teacher Development  
252 Bloor Street West  
Toronto, Ontario M5S 1V6**



## THE UNIVERSITY OF WAIKATO Hamilton, New Zealand PROFESSOR OF ECONOMICS

The University is seeking a scholar with proven ability to provide academic leadership in the teaching and research activities of the Department of Economics. This vacancy is due to the pending retirement of Professor J.T. Ward.

The Department is administratively part of the School of Management Studies and also plays an important role within the School of Social Sciences. It has grown rapidly in recent years, and currently has an academic staff of 16. Members of the Department have teaching and research interests covering mainstream economics, econometrics and business economics. The Department has well-established undergraduate and graduate programmes and provides research supervision for masters and doctoral candidates.

As the Department's most senior staff member, the appointee may be required to serve as Chairperson of the Department for a fixed term.

The salary for professors is within the range NZ\$76,000 to NZ\$95,000 (approximate conversions: NZ\$1 = 0.35Stg, 0.57US and 0.75Aus). The appointee would be expected to take up the position early in 1990 or as soon as possible thereafter. Informal enquiries can be made to the Dean of the School of Management Studies (telephone (064) 71 384 016. Fax (064) 71 384 063, or Electronic Mail: b.smith@waikato.ac.nz (Internet).

The method of application and conditions of appointment are available from Appointments (36775), Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF, or from the Academic Staff Registrar, University of Waikato, Private Bag, Hamilton, New Zealand, (Fax 064 71 560 135), Electronic Mail: h.leslie@waikato.ac.nz (Internet). The reference number is A89/47 and applications close on 31 October 1989.

The University welcomes applications from suitable people regardless of race, creed, marital status or disability.



## UNIVERSITY of GUELPH

Chair  
Department of Environmental Biology  
Ontario Agricultural College

Applications are invited for the position of Chair of the Department of Environmental Biology at the University of Guelph, effective January 1, 1990.

The Department of Environmental Biology is one of nine administrative units in the Ontario Agricultural College. It has close working relationships with the other units in the College, as well as with various departments in the College of Biological Sciences, and with the Ontario Ministry of Agriculture and Food.

The department plays a major University role in environmental and biological studies, especially related to agriculture and resource use. Its areas of specialization include applied microbiology, entomology, plant pathology, weed science, agriculture and environmental biology. The department currently is made up of 29 faculty members and 29 other staff.

The department has a strong commitment to research and graduate studies at the M.Sc., M.Agr., and Ph.D. levels, with 86 students currently enrolled. Applicants must have a Ph.D. in a relevant field of biological or agricultural science, experience in an academic setting and an established record of scholarly achievement.

The closing date for applications is October 1, 1989. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for reference purposes.

Enquiries and applications, which will be treated in confidence, should be addressed to:

Dr. F.L. McEwen, Dean  
Ontario Agricultural College  
University of Guelph  
Guelph, Ontario  
N1G 2W1

Subject to final budgetary approval, The University of Guelph is committed to Employment Equity.



## University of Regina

### INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF SOCIAL WORK

The Dean will provide effective academic leadership and sound administration to a Faculty with 30 academic and support staff and approximately 500 undergraduate and graduate students. The Faculty's strong Bachelor of Social Work degree program has recently been re-accredited. Other programs include the Bachelor of Human Justice and the Master of Social Work, and certificates in both Social Work and Human Justice studies. The School of Human Justice is housed administratively within the Faculty of Social Work. The Faculty has an active research program, and contains the Social Administration Research Unit and Prairie Justice Research. The program delivery network has components in Regina, Saskatoon and Prince Albert; most programs have important practicum elements. Close collaboration occurs with the Saskatchewan Indian Federated College in the delivery of the Bachelor of Indian Social Work and a related certificate program, and with the Gabriel Dumont Institute in the delivery of the native human justice program.

The Dean will provide strong representation of the Faculty within the University and the larger community. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in Social Work and/or Human Justice Studies, and an understanding of the integral relationship between undergraduate education, research and graduate studies.

The appointment will commence on July 1, 1990, and will normally be for a term of five years. Both women and men are encouraged to apply. In accordance with Canada Immigration requirements, priority will be given to Canadian citizens or permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by October 31, 1989, to:

Dr. Brian L. Scarle  
Vice-President (Academic)  
University of Regina  
Regina, Saskatchewan  
S4S 0A2



## McGill

### FACULTY OF MANAGEMENT

#### Stephen Jarislowsky Chair in Finance

The Faculty of Management of McGill University invites nominations and applications for the Stephen Jarislowsky Chair in Finance. The chairholder is expected to be a highly distinguished scholar with a significant publication record as well as a continuing commitment to scholarly research. Candidates whose research interests are in investments and/or Corporate Finance are of particular interest, but those with other areas of interests will be seriously considered. The chairholder will be a permanent, tenured member of Faculty.

The position offers the chairholder a remuneration package that includes a competitive salary with additional resources and support to enable the chairholder to maintain a high level of academic performance. Moreover, since the Faculty of Management is located in downtown Montreal, it offers the chairholder an opportunity for wide contacts with the business community. An added advantage is being located in one of the most cosmopolitan cities in North America.

Applications and nominations will be accepted until the position is filled. Please send nominations, applications and communications to:

C.W. Sealey  
Jarislowsky Chair Search Committee  
Faculty of Management  
McGill University  
1001 Sherbrooke Street West  
Montreal, Quebec H3A 1G5  
Canada  
(514) 398-4054

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

# 375,124

THAT'S  
HOW MANY  
CANADIANS  
ARE WIND-  
SURFERS



Way to go, Canada!  
PARTICIPATION



The University of Western Ontario, Department of Electrical Engineering, invites applications for tenure-track or limited term positions at the assistant/associate professor level. A successful candidate will hold the degree of Ph.D. or equivalent, and have a strong commitment to research and teaching. The research interests may be in any area of electrical engineering, but preference will be given to power systems, electrostatics, computer engineering or communications. Industrial experience is an asset. Duties will include the teaching of undergraduate and graduate students; supervision of graduate student research and pursuit of his/her own research; salary and rank will be commensurate with experience.

The deadline for receipt of applications is January 15, 1990. Applications, including curriculum vitae and the names of three referees should be sent to Dr. G.S.P. Castle, Chairman, Department of Electrical Engineering, The University of Western Ontario, London, Ontario N6A 5B9, Canada. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.



## St. Francis Xavier University

invites applications and nominations  
for the position of

### PRESIDENT AND VICE-CHANCELLOR

St. Francis Xavier, founded in 1853, is a Catholic University located in eastern Nova Scotia. It enrolls 2750 full-time and 550 part-time students from around the world in its attractive maritime setting.

The University excels in undergraduate education. It offers baccalaureate degrees in the Faculties of Arts and Science, professional and pre-professional degrees in Business Administration, Education, Music and Jazz Studies, Nursing, Nutrition and Consumer Studies, and Physical Education; two years of a five year program in Engineering; and a limited number of Masters programs. The University's acclaimed Coady International Institute is dedicated to the socio-economic development of the Third World.

The University seeks a leader with strong academic credentials and administrative ability who is committed to excellence in the academic mission of the institution and sensitive to its particular traditions and heritage.

The initial appointment is for a six year term commencing July 1, 1990, upon retirement of the incumbent president.

Applications, nominations, and inquiries will be held in strict confidence and should be directed before October 1, 1989 to:

Dr. J.J. MacDonald  
Secretary, Presidential Search Committee  
St. Francis Xavier University  
Antigonish, NS B2G 1C0  
(902) 867-2443

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.



THE UNIVERSITY OF AUCKLAND

## New Zealand

Outstanding candidates are sought to undertake teaching and research in Departments of the School of Commerce & Economics & Graduate School of Business, during 1990.

The University, with over 16,000 students, holds a premier position and is sited in the heart of New Zealand's largest city. Auckland "City of Sails", is the international gateway to New Zealand, the major industrial, commercial and cultural city in the country, and offers a mild climate with an exceptional range of lifestyles and recreational activities.

Tenurable, fixed term or visiting appointments at Lecturer/Senior Lecturer level are available in the following areas:

DEPARTMENT OF ACCOUNTING AND FINANCE  
DEPARTMENT OF COMMERCIAL LAW  
DEPARTMENT OF MANAGEMENT SCIENCE & INFORMATION SYSTEMS  
DEPARTMENT OF MANAGEMENT STUDIES & LABOUR RELATIONS  
DEPARTMENT OF MARKETING AND INTERNATIONAL BUSINESS

Please clearly identify the name of the particular post in all communications

Salaries (in NZ\$) are as follows:

Lecturer \$35,000-\$46,000

Senior Lecturer \$49,000-\$57,000 (to \$63,000 in exceptional cases)

Enquiries will be welcomed by the Dean of the School of Commerce & Economics and Graduate School of Business, Professor Alastair McCormick, Telephone 64 9 737 904.

Conditions of Appointment and Method of Application for positions are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, Telephone 64 9 737 757 or FAX 64 9 799 317. Applications should be forwarded as soon as possible, preferably before 4 OCTOBER 1989.

The University of Auckland  
An Equal Employment Opportunity Employer



**VICE-PRESIDENT, ACADEMIC**

Brock University invites applications and nominations for the position of Vice-President, Academic, to take office on July 1, 1990.

Located in the centre of the Niagara Peninsula, Brock is a dynamic, growing university with an established reputation for excellence in teaching and research. More than 5,100 full-time and 4,700 part-time students are enrolled in undergraduate, graduate and professional programs.

The University seeks an individual with a significant record of academic achievement in both teaching and research, in addition to substantial administrative experience and the ability to interact effectively with faculty, students, staff and the community.

Candidates should submit an up-to-date curriculum vitae and the names of three referees to:



Mr. P. Beard  
Secretary to the University  
Brock University  
St. Catharines, Ontario  
L2S 3A1

The closing date for the receipt of applications is **November 1, 1989.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Brock University is an equal opportunity employer. Qualified women and men are invited to apply.

**UNIVERSITY OF TORONTO****invites applications and nominations for the position of ERINDALE COLLEGE LIBRARIAN**

The College Librarian is responsible for the administration of all library services. Erindale College Library has a staff of thirty, seven of whom are librarians, and a collection of over 250,000 volumes and 2000 serials. The College Librarian reports to the Principal of Erindale and serves as ex officio member of the College Council.

Erindale College Library participates in the University of Toronto Library System which has cooperative services, a union catalogue, and over 7 million volumes. The Library, situated in Mississauga on one of two University of Toronto suburban campuses, serves 5400 students who are primarily undergraduates.

Qualifications: MLS; additional graduate degree or doctorate preferred. Five years of administrative experience in an academic library; evidence of scholarly and professional achievement; ability to work effectively with faculty, staff, and students to further the programmes and services of the library; experience in automated systems management; skills in fiscal resource management.

Position available January 1, 1990. The University offers competitive salary and benefits. The appointment is for a term of seven years and is renewable.

Nominations or applications including curriculum vitae and names of 3 referees should be forwarded to:

Carole Moore, Chief Librarian  
University of Toronto Library  
130 St. George Street  
Toronto, Ontario  
M5S 1A5

Preference will be given to applications received before October 15, 1989.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**Director of Library Services**

Brandon University invites applications and nominations for the position of Director of Library Services.

Brandon University is a small liberal arts and science institution offering undergraduate degrees in Arts, Science, Education and Music; also a Master of Music and Master of Education (beginning 1990).

John E. Robbins Library has a collection of approximately 350,000 volumes and 1800 periodical titles. The library has a staff of 26, including five professional librarians and an annual budget of 1.1 million.

The Director of Library Services is responsible for the management and development of the library collection; the provision of library services; the management of the library budget and allocation of resources; the continued development of automated systems; the planning of future library services; and the library's participation in regional and national co-operative efforts. Brandon University is currently engaged in a major development campaign, in which library expansion figures prominently. The Director of Library Services reports to the Vice President Academic and Research and is an ex-officio member of the University Senate.

Applicants must have professional qualifications in librarianship. The successful candidate will have a thorough knowledge and understanding of the operation of a modern academic library; strong leadership and management skills at a senior administrative level and in a collegial environment; and a demonstrated ability to represent the Library persuasively within the University and externally.

The appointment will be effective 01 April 1990. Salary will be commensurate with experience. The Director of Library Services is appointed for a renewable term of five years. To be assured of full consideration, nominations and applications (including vitae and the names of three referees) should be submitted by 31 October 1989, to:

Dr. Melr Serfaty  
Vice President,  
Academic & Research  
Brandon University  
270 18th Street  
Brandon, Manitoba  
R7A 6A9

Brandon University is an equal opportunity employer

**Dalhousie University  
School of Nursing  
TENURE TRACK  
POSITIONS**

Two full-time tenure-track positions available in large metropolitan university with excellent affiliated clinical and research facilities. The School of Nursing has both Graduate and Undergraduate Programs for full and part-time, generic and Post-RN students. The positions involve classroom and clinical teaching with graduate and undergraduate students. The successful candidate must be eligible for registration with the Professional Association and must have a Masters degree in nursing, doctoral degree preferred. Previous experience in teaching nursing theory and/or research at the graduate level an asset. These positions are available (subject to funding) as of January 1990, or as can be negotiated. Deadline for applications: October 30, 1989. Please submit résumé and the names of three referees, including most recent employer to: **Director, School of Nursing, Dalhousie University, Halifax, Nova Scotia, B3H 4J5.** In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a policy of affirmative action in hiring qualified women staff.



Canadian Association of University Teachers  
association canadienne des professeurs d'université

**COLLECTIVE BARGAINING OFFICER (COMPENSATION)**

A position to work on behalf of members of CAUT's Collective Bargaining Cooperative. The candidate should have a university degree, relevant experience, be knowledgeable about salaries and economic benefits, have good organizational skills, the ability to work as part of a team and be bilingual. Travel is required. Responsibilities include working with university academic staff in collective bargaining, organizing conferences and workshops, overseeing the collection, maintenance, analysis and dissemination of collective bargaining information and assistance in grievance handling. The successful applicant should be competent with PC-type computers, and will be expected to make use of custom data-base retrieval software. Salary in the range of \$40,000-\$50,000. Women and minorities are encouraged to apply.

Please send your résumé to: **Gordon Piché, Acting Executive Secretary, Canadian Association of University Teachers, 294 Albert Street, Suite 308, Ottawa, Ontario, K1P 6E6**  
Deadline for application is September 30, 1989.

**CONSEILLER(ÈRE) EN NÉGOCIATION COLLECTIVE  
(INDEMNITÉS)**

Un(e) conseiller(ère) en négociation collective chargé(e) de travailler pour les membres de la Coopérative de négociation collective de l'ACPU. Le/la candidat(e) doit un diplôme universitaire, possède l'expérience pertinente, a des connaissances en matière de salaires et d'avantages économiques, possède de bonnes qualités d'organisation, est capable de travailler au sein d'une équipe et est bilingue. Le poste exige des déplacements. Parmi les responsabilités à assumer, le/la titulaire devra travailler avec des universitaires dans le secteur des négociations collectives, organiser des conférences et des ateliers, veiller à la cueillette, la tenue, l'analyse et la diffusion de renseignements sur la négociation collective et aider au règlement des griefs. Le/la candidat(e) retenu(e) doit savoir travailler avec des ordinateurs personnels et sera appelé(e) à utiliser un logiciel d'extraction de données personnalisées. Le traitement offert varie de \$40,000 à \$50,000. Les femmes et les minorités sont encouragées à poser leur candidature.

S'il-vous plaît faire parvenir votre curriculum vitae avant le 30 septembre 1989 à l'attention de: **Gordon Piché, Secrétaire général intérimaire, Association canadienne des professeurs d'université, 294, rue Albert, Pièce 308, Ottawa (Ontario), K1P 6E6**

**The Rockefeller  
Foundation****African Dissertation Internship Awards**

Doctoral students from sub-Saharan Africa are invited to apply to The Rockefeller Foundation for dissertation research support. The program enables Ph.D. students enrolled in U.S. and Canadian universities to return to Africa for extensive field research in areas relevant to economic development or poverty alleviation. Priority is given to research topics in the fields of agricultural, health, and life sciences, but other proposals are welcome.

Applicants are responsible for arranging affiliation with an African institution able to provide needed research support, such as laboratory facilities, access to study sites, and technical advice. The candidate's faculty advisor, the host institution in Africa, and the agency with primary responsibility for financing the student's graduate work must all send letters of endorsement.

Deadlines for applications are October 1, 1989 and March 1, 1990. Candidates should apply well in advance of the expected field work starting date.

For a full description of the competition and the application requirements, write to:

**African Dissertation Internship Awards,  
The Rockefeller Foundation,  
1133 Avenue of the Americas,  
New York, NY 10036.**



S

AGRICULTURAL ECONOMICS  
& BUSINESS

**UNIVERSITY OF GUELPH: Department of Agricultural Economics and Business.** Agribusiness Management. Description: This position is approximately 60 percent business and 40 percent agriculture. It consists of developing a strong research program in agribusiness management and teaching at the graduate level. The successful candidate will have the opportunity to work with business faculty in related units such as the Department of Marketing and Consumer Studies. Qualifications: Applicants should have a Ph.D. in Agricultural Economics or Economics. The successful candidate will be able to demonstrate an interest in developing an applied research program in agribusiness management. Salary: \$25,000. Send a/c, a description of professional interests, transcripts, and references to: Dr. L. J. Martin, Ph.D., Professor and Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario, N1G 2W1, by September 30, 1989. Position will be filled on a permanent full-time budgetary approval. In accordance with the University's Equal Opportunity requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is not committed to employment equity.

**MC GILL UNIVERSITY, Department of Anatomy, School of Physical and Occupational Therapy** is seeking a highly motivated and experienced individual to fill a full time tenure track appointment as Assistant Professor rank in the Department of Anatomy and the School of Physical and Occupational Therapy. Applicants must have a Ph.D. and have completed undergraduate training in Physical or Occupational Therapy and postdoctoral research training. The successful candidate will be expected to establish an active programme of topical research, teach and supervise graduate and undergraduate students to M.Sc. and Ph.D. levels. Basic teaching responsibilities include the teaching of anatomy to students of Physical and Occupational Therapy. The appointment will be effective September 1, 1992. Please include including curriculum vitae with names, addresses and telephone numbers of three references. Send your resume to: Dr. G. Osmond, Chairman, Department of Anatomy, 3841 University Avenue, Suite 318, Montreal, Quebec, Canada H3A 2B2. In accordance with Canadian Human Rights legislation, the position is directed to Canadian citizens and permanent residents. McGill University is an equal opportunity employer and will accept applications from women and minorities. Please apply for positions.

**UNIVERSITY OF GUELPH, Department of Animal & Poultry Science, Research Associate Position.** The successful candidate is expected to participate in the following program: The regulation of growth and sexual maturation in domestic animals. Duties will include development of RIA methods for growth hormone, prolactin, growth hormone releasing hormone, interleukin 2 and their respective receptors. It is particularly important that the candidate have extensive experience with radioligand assays and have a background in cell culture, medium and lymphocyte cell culture methods. The ability to interact with and train graduate students and technicians is also very important. A minimum of three years beginning October 1, 1989, with the expectation of continued funding. The successful candidate will be expected to have a M.Sc. in Science with an emphasis in receptor/enzymes as well as post-doctoral experience in a related area. The starting salary is \$20,000 per year.

## ANTHROPOLOGY

**SIMON FRASER UNIVERSITY.** The Sociology/Anthropology Department is seeking applications from qualified Anthropologists for a tenure-track position of the Assistant Professor level. Earliest starting date is Summer Fall 1990. The successful applicant is expected to have a Ph.D. and to be given to anthropologists with an applied orientation, including fields such as Medical Anthropology, Social Policy and Development. The successful applicant is expected to teach core anthropology courses; Remuneration commensurate with qualifications. Letter of application, curriculum vitae, and three references should be sent to the Chairperson of the Appointments Committee, Sociology and Anthropology, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada. This position is subject to final budgetary approval. Preference will be given to Canadian citizens, citizens of the United States, citizens of the United Kingdom or Canada at the time of application. Simon Fraser University offers equal employment opportunities to qualified applicants.

**UNIVERSITY OF MANITOBA.** The School of Art invites applications for a seasonal research/study leave replacement at the rank of Assistant Professor in the following categories: Film/Video, Photography, and Drawing. Theoretical, Advanced Drawing, and a position teaching Beginning Photography. Candidates should be active professional artists with a commitment to teaching and research. The position commences September 1st, 1989 through April 30th, 1990. Both men and women are encouraged to apply. In accordance with Canadian Immigration, this advertisement is open to all qualified persons. Permanent Residents Applications accompanied by a detailed curriculum vitae, a maximum of 20 slides, and the

names of three references should be addressed to: Professor R C Sakowski, Interim Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 by October 13th 1989.

**THE UNIVERSITY OF SASKATCHEWAN**  
Department of Art and Art History is offering a position for a full-time, permanent  
Art, at the Assistant Professor level.  
Teaching responsibilities will be primarily  
in the area of contemporary Canadian art.  
Applicants should also have a background in one or  
more of the following: sculpture, con-  
temporary art history, art theory, perfor-  
mance and installation. Approximate  
salary is \$30,711-\$39,567 which may be negoti-  
ated. The successful candidate must have a  
M.A. or M.F.A. degree in Art History or  
Visual Arts. University teaching experience and/or  
graduate research experience is preferred. It  
is expected to contribute fully at the  
undergraduate and graduate levels. In ac-  
cordance with the University's hiring re-  
quirements, this advertisement is  
directed to Canadian citizens and permanent  
residents. For consideration, applications, in-  
terviews, subject to budgetary approval  
on July 1, 1990. Deadline for receipt of ap-  
plications should be August 1, 1990. Ap-  
plicants should arrange to have a curricu-  
lum vitae, 20 transparencies (including  
teaching materials) and a letter of recom-  
mendation from a senior art history profes-  
sor, sent to: Professor Hans Dommeschke,  
Head, Department of Art and Art History,  
University of Saskatchewan, Saskatoon,  
S7N 0W0.

**UNIVERSITY OF ALBERTA.** The Department of Art and Design invites applications

for an appointment with pure and applied research in mind. The full professor level commencing July 1, 1990. In addition to assuming some of the duties of the department chair, the candidate will serve the Department Chair for a period of at least 5 years. Qualifications should include an appropriate degree in a fine arts or studio disciplines (painting, printmaking, sculpture, industrial design, visual communication, etc.) and a demonstrated level of Art and Design, and substantial experience in teaching and administration. This appointment will be commensurate with training and experience. The 1989/90 minimum for the full professor rank is \$52,730 per annum. The salary range is 3 letters of reference should be sent to Dr. Patricia Clements, Dean, Faculty of Arts, University of Alberta, Edmonton, Alberta, T6G 2E6, and will be accepted until November 30, 1989. The University of Alberta is committed to the principle of equal opportunity and is an equal opportunity employer. The position is subject to confirmation of funding.

**CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS** (CITA) is a national centre for theoretical astrophysics and cosmology. CITA is located at the University of Toronto. The Institute expects to offer positions to ten research fellows in 1990. The appointments will be of two kinds: (a) research fellows (three years, renewable to five); and (b) research associates (three years, renewable to five). Funds will be available for the purchase of other research expenses. Fellows are expected to carry out original research in the field of theoretical astrophysics under the general supervision of the permanent staff. Areas of interest include: galactic and solar system dynamics, applications should send a curriculum vitae and a list of references. Applicants must arrange themselves for three letters of recommendation. For details, contact Prof. S. Tremaine, Director, Canadian Institute for Theoretical Astrophysics, 70 St. George Street, Toronto, Ontario Canada M5S 1A5. Application deadline: December 15, 1989.

**UNIVERSITY OF GUELPH, GUELPH, ONTARIO**  
**WATERLOO CENTRE FOR GRADUATE STUDIES**  
 Professors - tenure track - Biochemistry and Chemistry. The Department of Chemistry is seeking two outstanding Ph.D. graduates as candidates for two tenure track faculty positions. The successful candidates will have a Ph.D. and post-doctoral, industrial or university research experience. The positions and their responsibilities are articulated. It is expected that one of these will be in the area of organic chemistry and the other position is open. Thus, outstanding candidates in any area of chemistry are encouraged to apply. The Department of Chemistry and the Waterloo Centre for Graduate Studies offer strong teaching and research programs and excellent facilities for research at the Ph.D. level. The environment for research is excellent and will be strengthened by the Chemical Waterlo Centre for Graduate Work in Guelph. The Department of Chemistry has a physics (GWPP), Guelph-Waterloo Centre for Graduate Work in Physics (GWGP), and a Guelph-Waterloo Centre for Graduate Work in Earth and Environmental Science (GWGEES). The Department offers, and opportunities for collaboration with colleagues in the Ontario Research Network, as well as the College of Biological Science. The facilities of the department include a 400 MHz NMR spectrometer, a laser Raman spectrometer, a mass spectrometer, a scanning electron microscope, and a scanning tunneling microscope.

ment of equipment for biochemical fermentation and for animal, plant, and microbial cell culture and fractionation is available in the following categories:

- Projects included with all applications: complete bibliographical data with publication list, reprint of recent papers, name and addresses of three professional referees.
- Projects requiring a research proposal, and statement of teaching or industrial experience, in accordance with Canadian Immigration requirements: this advertisement is directed to Canadian citizens and permanent residents.
- Projects requiring a research proposal: we are committed to Employment Equity and we particularly encourage applications from female candidates. Positions are subject to final budgetary approval, and

positions to Bryan R. Henry, Chemistry Department, University of Guelph, Guelph, Ontario, N1G 2W1.

**UNIVERSITY OF ALBERTA.** Postdoctoral fellowships are available in the Environmental Agency is study in Human and Biochemistry to study human alkaline phosphatase. Candidates should possess a Ph.D. degree and have a salary commensurate with experience, beginning at Can. \$23,810 per year. Three individuals to serve as referents to: Dr. R.A. Simion, Room B 117 Clinical Chemistry, University of Alberta, Edmonton, Canada, T6G 2G3. The University of Alberta is committed to the principles of equal opportunity.

**UNIVERSITY OF ALBERTA. Research Fellowship or Research Associateship.** The University of Alberta is seeking individuals in molecular biological techniques or protein chemistry. Candidates should have experience in the cloning of enzymes concerned with lipid metabolism, or in the measurement of the activity of enzymes, or in the measurement of the LDL receptor in cultured cells. Funds are available for three years. Salary commensurate with experience. The associate shall be subject to annual evaluation. Starting salaries are \$21,400 per year. For more information, please apply in accordance with the Canadian University Employment Reporting System. An advertisement is directed to Canada.

referees to be submitted by September 20, 1999 to: Dr. G.N. Gladyshev, Editor

University of Alberta, 228 Heritage Medical Research Centre, Edmonton, Alberta T6G 2G4, Canada. Dr. H. H. G. Othman is committed to the principle of equity in employment.

**UNIVERSITY OF BRITISH COLUMBIA**  
Department of Cell Biology Research  
Position Available: Postdoctoral Fellow/Research Associate - Structure and Function of High Density Lipoproteins. The successful candidate will conduct biochemical studies on the function of lecithin:cholesterol acyltransferase (LCAT) in the regulation of transport protein with native and recombinant HDL complexes. The candidate should have a Ph.D. in Biochemistry and have experience in the use of LCAT in the purification and analysis of protein structure and function. The position will be available on August 15, 1991. For consideration, please send a curriculum vitae and references to: Dr. Haydon Pritchard, Department of Cell Biology Research, University of British Columbia, 2207 Main Street, Vancouver, BC V6T 1Z2, Canada.

University of British Columbia is comm

**UNIVERSITY OF BRITISH COLUMBIA**  
Department of Pathology, Research  
Position Available: Postdoctoral  
Fellow/Research Associate - Molecular  
Biology of Apolipoproteins. A position  
available to conduct studies on the  
cis- mutation and subsequent expres-  
sion of human apoprotein A-I. The can-  
didate should have extensive experi-

ques with emphasis on the utilization of prokaryotic and eukaryotic expression systems. The program will include a number of seminars on the synthesis and quantitation of mutant proteins. Previous postdoctoral experience would be an asset, but is not essential. The start date will be September 1st, 1989 for an initial period of two years. The salary will be based on two years of experience and qualifications. For further information, please contact: Dr. Haydn Pritchard, University Hospital, Lipooroti Research Group, University of Bristol, 350, 950, 1200, 1201, 1202, 1203, 1204, 1205, B.C. V5Z 4H4; (604) 675-2440. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

**UNIVERSITY OF TORONTO.** An excellent opportunity exists for a postdoctoral fellow to study the interaction between osteoblasts and osteoclasts in bone resorption. The project will involve *in vivo* techniques of cell culture and histology. A new line of conditioned media for the purpose of finding bone resorption stimulating factors will be used. The following specific genes activated during resorptive phase of osteoclastic resorption are of interest: *cathepsin K*, *tartrate sensitive ATPase*, *acid phosphatase*, *lysosomal enzymes*. We have completed herhils doctoral research and have experience with the above mentioned techniques. A postgraduate certificate in histology and experience in tissue culture techniques are also required. This position may be an asset, although not essential. Salary is at the Research Assistant level and is applied on a full time basis per year. The position will be available July 1st, 1988, will be for 2 to 3 years. For more information, please contact together with a full curriculum vitae, the names and addresses of the referees, Dr. J. A. Robinson, MRC Group in Periodontal Physiology, Room 4384 Medical Sciences Building, University of Toronto, Toronto, Ont. M5S 1A8, Telephone No. (416) 978-5640. Please send your application to be obtained. In accordance with the Canadian immigration requirements, the applicant must be a Canadian citizen and permanent residents.

**BIOCHEMISTRY  
MOLECULAR BIOLOGY**

**MCGILL UNIVERSITY, Research Associate**  
The Division of Surgical Research at McGill University and Royal Victoria Hospital in Montreal is seeking a motivated individual to join a dynamic Surgical Oncology/Metastasis Research group. The successful candidate will be responsible for conducting research in collaboration with medical and surgical oncologists in the Department of Surgery was established to investigate cellular, molecular and clinical aspects of cancer metastasis in a laboratory/hospital setting. The successful candidate will work closely with the existing research group. Ph.D. in Biochemistry, Molecular Biology or a M.D. with relevant research experience are required. Salary commensurate with qualifications and experience. Good possibility for academic promotion. For information please contact: Dr. H. Brody, Research Director, Division of Surgical Research, McGill University, Donor Bldg., 744, Penfield Ave., Montreal, Quebec H3A 2B4.

**BIOLOGICAL SCIENCES**  
SIMON FRASER UNIVERSITY. Department of Biological Sciences. Applications are invited for two tenure positions of the Assistant Professor level, one in CELL BIOLOGY, the other in MICROBIOLOGY. The successful candidates will participate in undergraduate teaching and graduate training in their respective disciplines, and establish independent and vigorous research programs. The appointments are for a three year period pending final budget approval. Applicants should state for which position they are applying. They should submit their curriculum vitae, representative research papers, and three references.

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Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:

1. ASSURANCE-VIE jusqu'à \$500,000.
2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT (\$150,000).
3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
4. RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

Pour obtenir des détails complets, brochures formules d'adhésion, tableaux des primes,

Pour obtenir des détails complets, brochures formules d'adhésion, tableaux des primes,

*Veuillez, s'il vous plaît, me faire parvenir  
les renseignements complets sur les  
régimes d'assurance de l'ACPU.*

Name/Nom \_\_\_\_\_  
Address/Adresse \_\_\_\_\_  
City/Ville \_\_\_\_\_ Province \_\_\_\_\_ Code \_\_\_\_\_



UNIVERSITY OF GUELPH, GUELPH-  
WATERLOO CENTRE FOR GRADUATE  
WORK IN CHEMISTRY. Assistant Pro-  
fessors - tenure track - Biochemistry or  
Chemistry. The Department of Chemistry  
& Biochemistry is seeking outstanding  
candidates for two tenure track faculty  
positions. Candidates must possess a  
Ph.D. and post-doctoral, industrial or  
university teaching experience. NSERC  
Postdoctoral Fellows and/or NSERC In-  
dustrial or University Research Fellows  
are encouraged to apply. Two appoint-



### COMPUTER SCIENCE

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two tenure-track positions at the Assistant/Associate/Full Professor levels. Responsibilities include research as well as teaching at both the graduate

work require us to give priority to Canadian citizens and permanent residents. **WORK UNIVERSITY** is a member of the **Department of Computer Science and Engineering** at the **University of Toronto**. We have a tenure-track faculty position in the **Computer Science Programme** at the **University of Toronto**. The successful candidate for Computer Science or equivalent is required to have a PhD in Computer Science. The Programme seeks faculty with research interests in one or more of the following areas: office automation, large scale distributed systems, artificial intelligence and databases, computer architecture and parallelism, computer networks, and computer communications networks. Duties include research and teaching. **Alison Kelson** is a Faculty member in the **Department of Computer Science** at **Metropolitan Toronto**, specializing in undergraduate education for part-time students. She is also a member of the faculty in the evening **Opportunities** programme. Her research interests include teaching and research involvement in the **Department of Computer Science** and the **Computer Science Programme** in **Computer Science**. Send your resume and three references to: **Prof. Mark Mandelbaum**, Chair of the Search Committee, **Department of Computer Science and Mathematics**, **Atkinson College**, **York University**, **North York, Ontario** M3J 1P3.

## DENTISTRY

**MCGILL University.** The Faculty of Dentistry, McGill University, invites applications for a full-time, tenure-track position in the Department of Periodontics in the Division of Periodontics - dependent on the Department of Oral Surgery - effective September 1, 1989. The successful candidate will be responsible for planning or supervising the clinical and/or laboratory work of the undergraduate teaching program in Periodontics and will also contribute to the Faculty's graduate program in Oral Surgery and the General Dentistry Program. The successful candidate will be expected to engage in research in Periodontics and to publish in the field. Successful candidates have successfully completed graduate studies in Periodontics and have several years of teaching experience. They must be eligible for licensure in the United States and Canada. The salary will be commensurate with experience and qualifications. Teaching and practice privileges are available. In accordance with Canadian immigration law, successful candidates must be directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and two references, should be addressed to: The Chair, Department of Periodontics, Faculty of Dentistry, McGill University, 3640 University Avenue, Montreal, Quebec H3A 2B2.

**Apply to:** DR. MC GILL, La faculté de médecine dentaire de l'université McGill, se situe à la recherche d'un directeur/tricteur/trice pour la division de la parodontologie.

**WILFRID LAURIER UNIVERSITY, Department of Economics** Limited term positions are available in the following duties include teaching at the undergraduate level. Teaching experience in the areas of international immigration requirements, immigration law, and the rights of citizens and permanent residents. Applications with curriculum vitae and references should be sent to Dr. Frank Milred, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario N2L 2C5.

**WILFRID LAURIER UNIVERSITY, Department of Economics.** Applications are invited for appointments beginning July 1, 1991. The successful candidate will be responsible for teaching experience and publications in the areas of international immigration requirements, immigration law, and the rights of citizens and permanent residents. Applications with curriculum vitae and references should be sent to Dr. Frank Milred, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario N2L 2C5.

**WILFRID LAURIER UNIVERSITY, Department of Economics at Queen's University.** Experience to have successful entry-level position in a research position with a salary of \$50-91. Candidates should have a Ph.D. in Economics and have demonstrated excellent qualifications for research and teaching. Most fields of specialization will be considered. Areas of particular interest are: macroeconomics, monetary

**MEMORIAL UNIVERSITY OF NEW  
FOUNDLAND.** Department of Educational Psychology. Applications are invited for a tenure-track position in the Department of Educational Psychology effective January 1990 or the earliest subsequent date a suitable candidate is available. Applicants should have a doctorate and an academic background in one or more of the areas of learning, instructional psychology, and human development. Preference will be given to applicants with professional experience in public schools. The successful candidate will be expected to teach both undergraduate and graduate courses.

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# CHERCHONS

CERVEAUX POUR LA RECHERCHE



Nous sommes à la recherche de grands esprits s'intéressant à la recherche.

C'est pourquoi Northern Telecom a conçu le Programme d'interaction avec les universités, grâce auquel des chercheurs universitaires résolument tournés vers l'avenir sont jumelés à des experts en technologie de Northern Telecom afin de développer en commun des projets de recherche en science et technologie. Cet important échange d'information, d'idées, d'expérience et de technologie est vital pour l'avenir au Canada d'une culture scientifique et technologique à la fois vigoureuse et innovatrice.

Ainsi, quelques-uns des plus grands esprits des universités suivantes participent cette année à des projets stimulants : Concordia, Manitoba, McMaster, Memorial, Nouveau-Brunswick, Ottawa, École Polytechnique, UQAM, UQTR, Queen's, Saskatchewan, St. Mary's, T.U.N.S., Toronto, Waterloo et Western Ontario.

Si vous désirez participer au développement de projets de recherche coopérative pour le Programme d'interaction avec les universités de 1990, veuillez communiquer avec : Claudette MacKay-Lassonde, directrice Éducation et Recherche universitaire Northern Telecom Canada Limitée 2920 Matheson Boulevard East Mississauga (Ontario) L4W 4M7 (416) 238-7296 Télécopieur : (416) 238-7825

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telecom



of employment equity.  
**WILFRID LAURIER UNIVERSITY**  
English. Applications are invited for  
tenure-track position in 17th-Century  
Literature. Strong secondary qualifi-  
cations in another field will be an asset.  
Teaching assignments will include  
seminar and lecture courses.  
Honours program and courses in  
General programs. Ph.D. required.  
publications and teaching experience  
preferred. Rank and salary com-  
surate with qualifications and expe-  
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1990. Closing date for applications  
November 1989. Applications with  
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**MOLECULAR BIOLOGY**  
UNIVERSITY OF CALGARY. A position is available for a research technician on our directed independent research project in molecular biology in the nematode *C. elegans*. Qualifications: BSc and two years experience involving construction and analysis of cDNA libraries, plasmid manipulations, DNA sequencing and analysis of RNA and proteins. Position available for a minimum of two years. Annual salary \$21,000, in accordance with the University of Calgary salary schedule. For consideration, send your resume and references to: Dr. J. D. M. Brown, Department of Biology, University of Calgary, Calgary, Alberta T2N 1N4, Canada.











gram in Urban Studies, commencing July 1, 1990. Rank is open, depending on qualifications and experience. The Urban Studies program is an interdisciplinary Social Science program. Applicants must have seven Ontario degrees in conjunction with seven Social Science departments (Anthropology, Economics, Geography, History, Political Science, Psychology, and Sociology). The successful candidate must be able to participate in a team/taught interdisciplinary program in urban development and be able to offer one or more courses in an area of urban specialization. Ph.D. or equivalent and a demonstrated ability in research are required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University in implementing a policy of employment equity, including affirmative action for women faculty. Send curriculum vitae and names of 3 references by October 31, 1989 to: Paul Astor, Chair, Division of Social Science, Faculty of Arts, York University, North York, Ontario M3J 1P3. Candidates are requested to have 3 letters of reference sent directly to the Chair.

#### SOCIOLOGY

**UNIVERSITY OF VICTORIA.** The Department of Sociology at the University of Victoria wishes to make one tenure-track appointment of the Assistant Professor level to commence 1 July 1990, in the area of research specialization are open. The minimum qualification is a completed Ph.D. in Sociology. Salary is competitive with other major Canadian Universities. Please send curriculum vitae and the names of three referees by November 5, 1989 to: Dr. Paul M. Barker, Chair, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

#### SURGERY

**UNIVERSITY OF ALBERTA, Research Position.** The Division of Plastic Surgery in the Department of Surgery at the University of Alberta is seeking a Ph.D. scientist who is interested in applied immunology as related to burns, trauma, and injuries. Experience with inflammatory cytokines in vitro and in vivo required as well as interest in the molecular biology of the inflammatory response. Appointment will be at the Assistant Professor level (salary range \$33,620-\$57,236) for three years end is renewable. Application deadline: Dec. 31, 1989. Effective date of employment April 1, 1990. Forward application curriculum vitae and three references to: Dr. Edward E. Tredget, Clinical Director of

Firefighters Burn Treatment Unit, 233.82 Walter Mackenzie Centre, University of Alberta, Edmonton, AB, Canada T6B 2B7. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF ALBERTA, Research Position.** The Division of Plastic Surgery in the Department of Surgery at the University of Alberta is seeking a Ph.D. scientist who is interested in surgical nutrition and metabolism as related to burn and other traumatic injuries. Experience with indirect calorimetry, metabolic and stable isotopes as related to carbohydrate, lipid, and protein metabolism in humans and animal models is required as well as interest in the metabolic function of inflammatory cytokines. Appointment will be at the Assistant Professor level (salary range \$33,620-\$57,236) for three years end is renewable. Application deadline: Dec. 31, 1989. Effective date of employment April 1, 1990. Forward application curriculum vitae and three references to: Dr. Edward E. Tredget, Clinical Director of Firefighters Burn Treatment Unit, 233.82 Walter Mackenzie Centre, University of Alberta, Edmonton, AB, Canada T6B 2B7. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF TORONTO.** The Department of Surgery, University of Toronto is seeking a tenure-track position at the University Chair of the Division of Urology. The incumbent is responsible for the clinical care, teaching and research programmes in eight fully affiliated teaching hospitals in the University of Toronto. The applicant should have demonstrated leadership ability as well as an established record in teaching and academic urology, including teaching and research. The position of Chief of Urology at the University of Toronto, including the Toronto General and Toronto Western Divisions will also be vacant from July 1, 1990 and the University of Toronto is seeking a candidate for the University Chair of Urology. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens or permanent residents. Applicants should send a letter and accompanying curriculum vitae to: Dr. B. Langer, F.R.C., McLaughlin Professor, Chairman, Department of Surgery, University of Toronto, The Banting Institute, 100 College Street, Toronto, Ontario, M5G 1L5.

#### THEATRE

**YORK UNIVERSITY, Faculty of Fine Arts, Department of Theatre.** Teaching Position Playwriting/Dramatic Theory. The Department of Theatre seeks to make a tenure-track appointment to a playwrighting and dramatic theory, to begin

July 1990. Rank and salary commensurate with qualifications and experience. Offers include the supervision of graduate students in playwriting. The successful candidate will be expected to carry out a program of creative playwriting and to participate in departmental administrative duties. Application deadline: October 31, 1989. Please submit curriculum vitae and names of three referees to: Jeff Henry, Chair, Department of Theatre, Faculty of Fine Arts, York University, North York, Ontario M3J 1P3. Appointment subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

#### VETERINARY MEDICINE

**UNIVERSITY OF GUELPH, International Veterinary Epidemiology.** The Department of Population Medicine is seeking candidates for a tenure track position at the Assistant Professor level to develop international programs in veterinary epidemiology. Qualifications: The candidate must possess a DVM and a Ph.D. in epidemiology. Duties: The candidate is expected to work for extended periods (8 months) at a University in a third-world developing country setting and to develop a high level quantitative epidemiology course to be taught at Guelph during the in-house semester here. The candidate is expected to develop a research program in the developing country University and to supervise/assist with graduate student research in both locales. Salary dependent on qualifications. Subject to final budgetary approval. Please submit curriculum vitae and three letters of reference to: Dr. S. Wayne Martin, Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity.

**UNIVERSITY OF GUELPH, Ontario Veterinary College, Department of Clinical Studies.** Position in Large Animal Surgery. The University of Guelph is seeking applications for a faculty position in Large Animal Surgery at the rank of Assistant Professor or higher. Applicants should have a D.V.M. or equivalent degree and should be licensed or eligible for licensure to practice in the province of Ontario. Applicants should be boarded or board eligible by the ACPV. Desirable: a minimum of three years post residency teaching experience at the undergraduate level. Position, rank and salary will be negotiable and commensurate with qualifications. The prime responsibilities of the position involve: 2 weeks/year of didactic teaching; 10 weeks/year to develop and teach a large animal intensive care course; 10 weeks/year of laboratory/clinical teaching at the undergraduate and graduate level including professional G.E. and lay extension; 10 weeks/year to develop independent research program. The deadline for applications will be October 1, 1989 or until the position is filled. Contact: Professor, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Extension 4000, and provide a current curriculum vitae and the names of at least 3 referees. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity.

Applications should have a D.V.M. or equivalent degree and should be licensed or eligible for licensure to practice in the province of Ontario. Applicants should be boarded or board eligible by the ACPV. Desirable: a minimum of three years post residency teaching experience at the undergraduate level. Position, rank and salary will be negotiable and commensurate with qualifications. The prime responsibilities of the position involve: 2 weeks/year of didactic teaching; 10 weeks/year to develop and teach a large animal intensive care course; 10 weeks/year of laboratory/clinical teaching at the undergraduate and graduate level including professional G.E. and lay extension; 10 weeks/year to develop independent research program. The deadline for applications will be October 1, 1989 or until the position is filled. Contact: Professor, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Extension 4000, and provide a current curriculum vitae and the names of at least 3 referees. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity.

**UNIVERSITY OF GUELPH, Ontario Veterinary College, Department of Clinical Studies.** Position in Large Animal Surgery. The University of Guelph is seeking applications for a faculty position in Large Animal Surgery at the rank of Assistant Professor or higher. Applicants should have a D.V.M. or equivalent degree and should be licensed or eligible for licensure to practice in the province of Ontario. Applicants should be boarded or board eligible by the ACPV. Desirable: a minimum of three years post residency teaching experience at the undergraduate level. Position, rank and salary will be negotiable and commensurate with qualifications. The prime responsibilities of the position involve: 2 weeks/year of didactic teaching; 10 weeks/year to develop and teach a large animal intensive care course; 10 weeks/year of laboratory/clinical teaching at the undergraduate and graduate level including professional G.E. and lay extension; 10 weeks/year to develop independent research program. The deadline for applications will be October 1, 1989 or until the position is filled. Contact: Professor, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Extension 4000, and provide a current curriculum vitae and the names of at least 3 referees. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity.

**UNIVERSITY OF GUELPH, Ontario Veterinary College, Department of Clinical Studies.** Position in Anesthesiology. The Department of Clinical Studies, University of Guelph, is seeking applications for a faculty position in Anesthesiology. Applicants should have a D.V.M. or equivalent degree and should be licensed or eligible for licensure to practice in the province of Ontario. Applicants should be boarded or board eligible by the ACVA and preferably should have a minimum of three years post residency teaching experience at the undergraduate level. Position, rank and salary will be negotiable with an advanced degree and/or demonstrated research capability. The prime responsibilities of the position involve: 2 weeks/year of teaching service in the Veterinary Teaching Hospital teaching large and small animal anesthesia at the undergraduate and graduate level with an opportunity to instruct in a small animal intensive care unit; 12 weeks per year to develop an independent research program; and 12 weeks of laboratory/clinical teaching. Applications will be accepted until the position is filled. Contact: Professor, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Extension 4000, and provide a current curriculum vitae and the names of at least 3 referees. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity.

#### VISUAL ARTS

**BRDCK UNIVERSITY, The Department of Film Studies, Dramatic and Visual Arts.** Position in the Department of Film Studies. The University of Brock is seeking applications for a tenure track appointment of an art/critic/teacher at the rank of Assistant Professor or higher. The Visual Arts Program (VAP) at Brock offers a studio based curriculum with an emphasis on contemporary art and ideas, theory and criticism. The VISA programme co-exists with the Department of a larger department thereby facilitating interest and studies in interdisciplinary studies. This co-existence of various artistic disciplines creates a unique opportunity for interdisciplinary studies as well as a concentrated focus offered by each programme. The VISA programme offers a wide range of studio art courses to BA and Honours BA degrees. The successful candidate will be expected to teach contemporary art, theory and criticism, Canadian art and a wide range of art history courses. The successful candidate will be expected to develop all aspects of an allied library from research and development to budget and human resources management. Qualifications required are a M.A. or Ph.D. in Art History, with a substantial publishing/exhibiting and/or curatorial record, and teaching experience in university level art courses and with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is Sept. 30.

requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is Sept. 30. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is Sept. 30.

#### WOMEN'S STUDIES

**TRENT UNIVERSITY: The Women's Studies Program** invites applications for a tenure-track cross-appointed position at the level of Assistant Professor effective 1 July 1990. The position involves teaching, advising, and research responsibilities in accordance with the University's Collective Agreement. Teaching duties include: Women's Studies Program (Introduction to Women's Studies; Feminist Theory); and another course in the department program to which the candidate will be cross-appointed. In addition to a commitment to teaching at the undergraduate level, and to research and publication, applicants will be expected to assist in the development of the program and development. A completed Ph.D. is strongly preferred. Letters of application should include two completed curriculum vitae, sample publications, and a statement of research interests. Applicants should send their application to: Dr. C. Veidun, Chair, Women's Studies Program, Trent University, Peterborough, ON K7J 7B8. Deadline for receipt of all materials, including letters of reference, is September 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF TORONTO, The Women's Studies Program** at the University of Toronto invites applications for a tenure-track position in the Women's Studies Program. Applications are invited from candidates with a Ph.D. in Women's Studies, Philosophy, a strong record of scholarship, and experience teaching in an interdisciplinary Women's Studies Program. Applications in writing, including curriculum vitae, a statement of research interests, and a letter of reference should be sent to: Dr. Christine St. Pierre, Acting Director of Women's Studies, University of Toronto, 270 Victoria, B.C. V6W 2Y2. Closing date for applications is November 1, 1989. Appointment effective January 1, 1990. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is Sept. 30. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is Sept. 30.

#### ZOOLOGY

**THE UNIVERSITY OF BRITISH COLUMBIA.** Research associate position is available January 1, 1990 or later. The initial salary will be \$24,000 per annum, up to \$28,000 per annum depending on experience. The candidate will join a developmental genetics laboratory in investigating regulation of development in *Drosophila*. A Ph.D. and experience with developmental genetics of nematodes or *Drosophila* is a requirement. Preference will be given to candidates who have worked in molecular biological mutations, or who have molecular biological experience. Contact: Dr. H. Brock, Dept. Zoology, UBC, 270 University Blvd., Vancouver, B.C., V6T 2A9, Canada, sending a curriculum vitae and the names of three referees. The University of British Columbia is an equal opportunity employer. This advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is Sept. 30.

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**UNIVERSITY OF WAIKATO**  
Hamilton, New Zealand  
**VISITING LECTURER IN POLITICS**  
(Comparative Ethnic Politics)  
(Ref. A89/31)

The University of Waikato invites applications from suitably qualified persons for a Visiting Lectureship in Comparative Ethnic Politics, preferably with the ability also to teach a course in public administration. The position will be available during the second semester of 1990 (July until November). For a well qualified appointee a total sum of NZ\$18,500 will be available for a fee and appropriate expenses grant.

The Department has recently advertised for a permanent appointment in Comparative Ethnic Politics, and it is hoped that the appointment of a Visiting Lecturer in the same field will help to establish and develop what is a new area of teaching for the Department.

Details of the method of application and further information are available from Appointments (36602), Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF, UK, or from the Academic Staff Registrar, University of Waikato, Private Bag, Hamilton, New Zealand (Fax 064 71 560135, or Electronic Mail b.taylor@waikato.ac.nz (Internet). The reference is A89/31. Applications close on 29 September 1989.

The University welcomes applications from suitable people of any race, creed and marital status.

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Applicants should submit a curriculum vitae and the names of three referees to:  
Dr. J.H.M. Whitfield  
Dean of Arts and Science  
Lakehead University  
955 Oliver Road  
Thunder Bay, ON  
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